



December 22, 2014

Mr. Jenu Jose
2610 Misty Grove Drive
Manvel, TX 77578

Dear Jenu,

Congratulations! We are pleased to present you with an offer to join Catapult Systems, LLC. Your full time position will be **Senior Consultant** for our Houston business unit. Your base gross salary before applicable deductions will be **\$10,000 per month (\$120,000 annualized)**, and it will be paid in two equal half increments twice each month on the designated payday. Your position is considered exempt for overtime purposes. **Your first date of employment is January 7, 2015.**

In addition to your annual base salary, you will be eligible to participate in the Consultant Bonus Plan, as detailed in the separate attachment.

Effective **February 1, 2015**, you are eligible to participate in Catapult's medical, dental, disability, life insurance and 401(k) plan. You will be eligible for **15 vacation days, 1 personal day** and **7 sick days** per year. A year is defined as the 12 month period from your start date. Vacation and personal time is a "use it or lose it" policy and must be used in the 12 month period.

On your first day of employment, you will receive a copy of the Catapult Systems Employee Handbook. This Handbook summarizes the Company's policies and procedures. You will receive an acknowledgement form for your signature that will confirm that you have reviewed the Handbook, and that you agree to comply with the policies and procedures contained in the Handbook.

As a condition of employment, you are required to read, sign and return this offer letter prior to your start date, complete our online job application form, and clear background and employment reference checks. You must also review and sign the attached Confidentiality Agreement. **This offer for employment and the Confidentiality Agreement must be signed and returned to Sue Darrow, Chief People Officer, via fax: 512-628-3384, or scanned and emailed to: sue.darrow@catapulptsystems.com.** This offer expires at midnight CST on **December 27, 2015** and is *contingent upon successful completion of both background and reference checks*.

Catapult Systems, LLC, like other U.S. employers, complies with the Immigration Reform and Control Act of 1986. This law requires us to verify your identity and eligibility to work within the United States. On your first day of employment, you will be expected to complete the I-9 form and present original identity documents (such as those listed on the I-9 form) for our inspection and records. Your employment with Catapult is contingent upon compliance with these requirements.

Your employment with Catapult is not for any specific length of time. You, or the Company, may end the employment relationship at will, with or without cause, at any time. It is also important to understand that the information contained in this letter does not constitute a contract of employment. It does, however, supersede any other written and/or verbal representations made by any representative of the Company relative to your employment.

We look forward to your acceptance of our offer of employment and the opportunity to work with you. Catapult's management team and I are pleased to welcome you to the team! Should you have any questions about the offer of employment, or the materials enclosed, please do not hesitate to contact myself or Jeff Oliver.

Sincerely,

Two handwritten signatures are shown side-by-side. The signature on the left appears to be "Mark Whitmire" and the signature on the right appears to be "Jenu Jose". Both signatures are in black ink and are somewhat stylized.

Mark Whitmire, VP and Houston GM

I, **Jenu Jose** accept the above-cited offer of employment:

Signed: _____ Date: _____