



Employment Offer

July 17, 2018

Dear Rob:

Productive Edge is pleased to offer you the following employment offer:

Start Date

August 20, 2018

Role

Title: Lead Architect

Role Description

- Provide technical architecture analysis, design, and development
- Provide process, data and object modeling in a variety of application and database environments
- Provide database design, development, and enhancements, as well as management and coordination of changes to existing applications
- Provide senior level programming as required
- Interact with clients as necessary to gather requirements and otherwise contribute to the successful delivery of projects
- Liaise with offshore development teams to provide technical guidance and help drive projects
- Help to define and implement software development standards and process improvements
- Maintain senior level expertise in industry-leading technologies

Compensation

Base Salary: Will be paid in bi-weekly installments of \$6,346.15, which is equivalent to **\$165,000** on an annual basis.

Salaries are subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Bonus: Bonuses are paid annually, in conjunction with a formal review process. The bonus is based on corporate-based metric(s), with a target opportunity of **4% of your annual salary**. Employees must be active at the time of the payout. Bonuses are subject to change.

Benefits

Health Care: The current, standard company health coverage is supplied per company policy. There are four plans provided by Blue Cross Blue Shield. The company match is 75% for employee only and 60% for employee/spouse and family. Employee contribution to payment for benefit plans is determined annually.

Other Benefits: Other benefits include company provided life insurance (\$25k plus optional buy-up), dental, vision, short-term disability, accident insurance, critical illness, 401k (no company match) and a Flexible Spending Program (for medical, childcare, and commuting).

Time Off: Paid time off (PTO), which includes sick, vacation and personal days, is accrued at a rate of 4.615 hours per pay period. This is equivalent to **three (3) weeks** on an annual basis. PE also provides **eight (8) paid holidays** per year, and the option for paid maternity (4 weeks) and paternity (2 weeks) leave.

Travel Allowance: Normal and reasonable expenses will be reimbursed if travelling on company business.

Contingencies

This offer is contingent on the successful completion of a background check, according to the Productive Edge Background Check Policy.

At Will Employment

Your employment with Productive Edge is at-will and either party can terminate the relationship at any time with or without cause and with or without notice.

You acknowledge that this offer letter represents the entire agreement between you and Productive Edge, and that no verbal or written agreements, promises or representations that are not specifically stated in this offer are or will be binding upon Productive Edge.

If you are in agreement with the above outline, please sign below.

Signature

Rob Hedgpeth

Date: _____