



April 18, 2017

Sarah Greilsamer
sarahgreilsamer@gmail.com

Dear Sarah,

We are pleased to offer you employment at Blackwood Seven. We feel that your skills and background will be valuable assets to our team. I am pleased to confirm the following details of your employment:

Your employment with us is scheduled to begin on June 1, 2017. You will initially report to Art Bortolini in the position of a full-time Associate Analyst, Business Insights for Blackwood Seven (the "Company"). Your initial base salary will be at the rate of \$50,000 annually, less applicable deductions, paid in accordance with the Company's normal payroll practices.

- You will also be eligible to participate in various Company fringe benefit plans, including group health insurance, and vacation programs in accordance with the Company's benefit plan requirements.

Your employment with the Company is "at will." This means it is for no specified term and may be terminated by you or the Company at any time, with or without cause or advance notice. In addition, the Company reserves the right to modify your compensation, position, duties or reporting relationship to meet business needs or to decide upon appropriate discipline in the event that the Company deems it necessary.

As a condition of your employment, you will be required to sign the Company's employee nondisclosure and invention assignment agreement (which will be provided upon the first day of employment) and provide the Company with documents establishing your identity and right to work in the United States. Those documents must be provided to the Company within three business days of your employment start date.

This offer letter along with the employee nondisclosure and invention assignment constitute the entire understanding between you and the Company regarding the terms and conditions of your employment, and they supersede all prior or contemporaneous negotiations, representations or agreements between you and the Company. The provisions of this offer letter regarding "at will" employment may only be modified by a document signed by you and the Chief Executive Officer of the Company.

This offer will remain open until April 19, 2017. If you decide to accept our offer, please sign the enclosed copy of this letter in the space indicated and return it to me. Your signature will acknowledge that you have read and understood and agreed to the terms and conditions of this

offer letter and the enclosed documents. Should you have anything else that you wish to discuss, please do not hesitate to contact me.

We look forward to the opportunity to welcome you to Blackwood Seven.

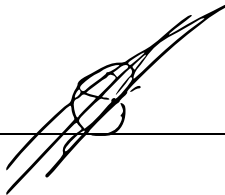
Sincerely,

Maureen Cheong
VP, Human Resources

Acknowledgment:

I have read and understood this offer letter and hereby acknowledge, accept and agree to the terms as set forth above. I further acknowledge and agree that I have not relied on any oral or written statements, promises or representations made by any employee, agent or representative of the Company that are not specifically set forth in this letter.

Signature



SARAH GREILSAMER

Printed Name

04/18/2017

Date Signed