



03/18/2019

Dear Matt,

We are pleased to offer you the DM Mentor position tentatively starting 03/20/2019 at the Provo Devmountain location. The starting pay will be \$20.00 Hourly reporting to Todd Rasband.

This Offer is contingent upon you providing proof of your authorization to work in the United States. On your first day of employment, you will be required to provide proof of identity and proof of authorization to work in the United States, as required by the Immigration Reform and Control Act of 1986. You and your manager will also complete a form I-9. This offer is also contingent upon the execution of DevMountain, LLC's Assignment, Non-Solicitation and Confidentiality Agreement, submission of all official academic transcripts, certificates and licenses where applicable, and successful completion of a background check.

This offer is contingent upon your acknowledgment that any work created by you within the scope of your DevMountain, LLC employment is considered work made for hire and is the sole property of DevMountain, LLC. This offer of employment is further contingent upon your affirmation that you are not subject to a non-compete, non-solicitation, restrictive covenant, or any other agreement that will restrict your ability to perform the duties of your position with DevMountain, LLC.

This letter is not a contract for employment for any definite period of time. Rather, all employment with DevMountain, LLC is terminable at the will of either party. If this offer is acceptable, please print an original, sign it, and return via email or fax.

Sincerely,

Christa Hokenson
Chief Human Resources Officer

I am aware that I should contact the Human Resources Department or the Legal Department at 703-713-1836, or SEI's ethics complaint hotline at 1-800-792-4380 to report ethical or legal violations. I hereby acknowledge that I do not have any knowledge of violations of SEI's Code of Business Conduct or applicable laws, including laws and regulations governing any subsidiary of SEI's administration of Title IV of the Higher Education Act of 1965. To the extent that you have knowledge of unreported violations, you must report those violations to the Legal Department, Human Resources, or SEI's ethics complaint hotline prior to signing this offer letter. I affirm that I am not subject to any agreement that restricts my ability to perform the duties of my position with SEI. I acknowledge that any work prepared by me within the scope of my employment with SEI is considered work made for hire and that all such work is the sole property of SEI.

I have read this offer letter and agree to abide by all company policies and procedures. I, David Telford, have read the above and accept the offer that has been presented to me.

Signature

Date