



STERLING

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02/13/2026

Justice McKinney
2780 Hartigan Road Apt 202
Volo, IL 60020

Dear Justice McKinney,

Sterling Engineering, Inc. ("Sterling") is very pleased to extend a conditional offer of contract employment to work in the full-time position of Building Systems Engineer with our client TotalTalent located at 1400 Sheridan Rd, North Chicago, IL 60064 with an anticipated start date of 03/02/2026 at 8am.

This offer and your employment will be subject to the terms and conditions of this letter and any other applicable agreements. Further, this offer is contingent upon suitability for this position which includes all required pre-employment background screening.

This position is non-exempt and reports directly to John Walters who can be reached at 847-932-7900. Please also note that Sterling's address and telephone # is Two Westbrook Corporate Center, Suite 300, Westchester, IL 60154 and our telephone number is 630-993-3400. We ask that you contact both your Manager and Sterling in advance for unplanned tardiness or missed work time.

Compensation

Should you accept this offer, your compensation will be \$60.00 per hour for regular hours and \$90.00 per hour for overtime hours. You will be paid on a weekly basis assuming proper completion and approval of time tickets. Approved time records shall be conclusive as to time worked unless the time records have been incorrectly or fraudulently prepared. Your compensation may be adjusted or increased from time-to-time at Sterling's sole discretion.

As part of our commitment to maintaining a safe and respectful workplace, Sexual Harassment Prevention Training will be required during onboarding, as well as annually. Upon completion of the training, you will be compensated \$25 for this time.

Benefits

Sterling provides employees with comprehensive benefits which include:

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- Health/Medical Insurance
- Paid Time Off
- Holiday Pay
- A 401k Savings Plan with company matching contributions
- Annual Stock Allocations through our Employee Stock Ownership Plan (ESOP)

*Please refer to Sterling's Employee Handbook and to your onboarding paperwork for eligibility requirements and additional details

Taxes and Withholdings

The amounts of compensation described in this letter are before taxation and other withholdings required or permitted by state law. Sterling withholds all applicable federal, state and local taxes, Social Security and other employment taxes, along with any other amounts of required withholding from all amounts of compensation and other remuneration payable to you, whether as direct compensation or pursuant to any other compensation or benefits you may receive.

Guidelines for Employment

Should you accept this offer and become an employee of Sterling, you will be subject to all applicable employment policies. Sterling is an at-will employer. At-will means that an employee may resign at any time with or without advance notice to Sterling and with or without cause. Likewise, Sterling may terminate an employee at any time with or without advance notice and with or without cause.

You acknowledge that Sterling provides worker's compensation for on-the-job injuries or occupational diseases incurred while on assignment and agree to look solely to Sterling's insurer for damages and/or expenses for such injury, illness or other claims covered by said worker's compensation policy. The extent and applicability of actual coverage will be in accordance with state law and policy terms and conditions. *You agree to notify Sterling immediately (same day) if you incur an injury or if you believe there is an unsafe condition at a customer worksite.*

Any and all discoveries and/or inventions (including improvements and modifications to design or work product) relating to the work performed by you or relating to matters disclosed to you in

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connection with the work to be performed, made or conceived by you, solely or jointly with others during the term of your employment (regardless of whether conceived or developed during working hours) and/or for a period one year after will be the property of TotalTalent. This paragraph does not apply to an invention for which no equipment, supplies, facilities, or trade secret information of TotalTalent was used and which was developed entirely on your own time, unless (a) the invention relates (i) to the business of TotalTalent, or (ii) to TotalTalent actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by you for TotalTalent.

All information (pertaining to TotalTalent inventions, designs, tools, equipment, unpublished written materials, plans, processes, costs, methods, systems, improvements or other private or confidential matters) which is obtained by you in the performance of your work and is not publicly disclosed by Sterling or TotalTalent shall be considered confidential and proprietary to TotalTalent. By signing this offer letter, you agree to maintain the confidential and proprietary nature of all such information.

Restrictions on Employment

By signing this offer letter you represent and warrant that you are not party to any agreements or subject to any policy that would prevent or restrict you from engaging in activities competitive with your former employer(s) or from directly or indirectly soliciting any employee, client or customer to leave the employ of or transfer its business away from your former employer(s). You further confirm that you did not remove or take any documents or proprietary data or materials of any kind, electronic or otherwise, without written authorization.

Aside from conversions to direct hire with TotalTalent pre-approved by Sterling, you agree to not accept employment, directly or indirectly, with TotalTalent during employment and for a period of one (1) year following the completion of this assignment, whether voluntary or involuntary, unless otherwise agreed to in writing by all parties.

Acceptance

This offer will remain open until 03/02/2026. To indicate your acceptance, please electronically sign and date this letter in the space provided below.

We are confident that your employment with Sterling will prove to be mutually rewarding, offering both a diverse and challenging work opportunity along with what we hope will be long-term employment resulting in your ongoing career development and advancement!



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Justice McKinney

Candidate Signature

Justice McKinney

Candidate Name

02/14/2026

Signature Date

Signature Field Information

Field:	worker:signature (67041d073bba7498d3d954f1)
Signed By:	McKinney, Justice (2507615)
Signed At:	2026-02-14 13:07:50 UTC
Signed From:	97.224.111.45
Page:	2
X:	0.77
Y:	1.22