



January 10, 2020

Dear Wenzhen (Vincent) Gong,

We are pleased to offer you a full-time, permanent position as an IT Assistant III at Applied Biological Materials USA Inc., a subsidiary company of Applied Biological Materials Inc. (1-3671 Viking Way, Richmond, British Columbia, Canada), starting February 1, 2020. The annual remuneration will be \$40,000.00 USD. You will be reimbursed by the company with a reasonable amount agreed by both sides for your personal health and dental insurance package.

You will continue to report to our VP of Corporate Development, Earnest Leung remotely. You are expected to work at the **abm** (USA) office, 477 W Horton Road, Bellingham, WA 98226, during the standard office hours of 9am to 5pm Monday to Friday. You will relocate back to the Richmond office of the parent company, Applied Biological Materials Inc. on February 1, 2023.

If you are ready to accept this offer, please sign and return a copy of this letter by the end of January 31, 2020.

I look forward to you being a part of our exciting and fast growing company, and please contact me if you have any questions or concerns regarding this offer.

Sincerely,

A handwritten signature in grey ink, appearing to read 'Erica Tang', is positioned below the 'Sincerely,' text.

Erica Tang
Associate Manager, HR
Applied Biological Materials USA Inc.
hr@abmgood.com
Phone: 604-247-2484 ext.108
Fax: 604-247-2414

I hereby understand, acknowledge and accept this position, and the terms and conditions outlined above.

Wenzhen (Vincent) Gong

Date