



March 15, 2017

Will Borland
1504 Silverado Cir.
Austin, TX 78746

PERSONAL & CONFIDENTIAL

Dear Will:

We are pleased to formally extend an offer to you for the **Software Engineering Internship** position with **Continental Automotive Systems**.

Details of the offer are as follows:

1. You will directly report to **Eric Cowan**.
2. The position is a **salary grade 7NT**.
3. Your pay rate will be \$17.00 per hour to be paid out on a bi-weekly basis.
4. We plan for you to begin your new position on **Monday May 22, 2017**.

This offer of employment is contingent upon the successful completion of the following:

- 1) Your execution of Continental's "Property, Confidential Information, Trade Secrets, and Inventions Agreement."
- 2) A pre-employment drug screening successfully completed within 5 calendar days of offer acceptance.
- 3) A satisfactory background check including a criminal, educational, and employment check and verification.
- 4) Your agreement to the direct deposit of your paycheck to the banking institution of your choice (unless prohibited by state law).

Please indicate your acceptance of this offer by signing this letter as indicated below and returning a copy of it to me by Friday, April 7, 2017. In signing this offer letter, you acknowledge that this letter will not constitute a contract or an employment agreement between you and Continental, and will not guarantee you employment for any definite duration.

During your first day of orientation you will be required to submit the following completed documents:

- Continental North America's "Property, Confidential Information, Trade Secrets, and Inventions Agreement." (Executed by you and witnessed)
- Automatic Payroll Deposit (with a voided check or deposit slip attached)
- W-4 Employee Withholding Allowance Certificate (Federal)
- New Hire Information Sheet
- Online I9 verification process. Please go to www.newI9.com and follow the instructions included to complete the I9 process.
- Self Identification Form

You should know that Continental is an equal opportunity employer that does not discriminate against individuals because of age, race, color, national origin, religion, sex, sexual orientation or disability. Please keep in mind that the Company reserves the right to amend the terms of your employment and its policies at its discretion.

You have been provided with two (2) original offer letters. One (1) copy is for your records. Upon acceptance of the offer, please sign below and return one (1) copy to my attention along with the Background Authorization form. Please submit these documents either by scan or copy via email or fax.

Please don't hesitate to call me at 830-372-7037 if you have any questions. I can also be reached at: maria.deleon@continental-corporation.com. We look forward to your acceptance of our offer, and are confident you will find your experience at Continental to be rewarding.

Sincerely,

Maria DeLeon

Maria DeLeon
Human Resources Specialist

I have reviewed this letter and I understand and accept the Company's offer of employment.

Will Borland

Date