



Proud history, bright future.

03/31/2021

Nehmya Negash
44 Halfpenny Ln
Catonsville, Maryland 21228

Dear Nehmya,

KBR appreciates the time you have spent with us recently discussing career opportunities. It is our pleasure to extend to you an offer of employment to join KBR for the position of **Software Engineering Intern**. You will be based out of **7701 Greenbelt Rd Greenbelt, MD office**, you will be working **remotely** and will report directly to **Kelly Kim**.

Specific elements of this offer include:

- Starting salary of \$21.00 per hour paid on a bi-weekly basis.
- **Internship dates: April 12th (tentative) - December 24th, 2021**
- Eligibility to participate in the Company's retirement and savings plan, effective immediately upon hire. The Company will match 100% of the first 5% and 50% of the next 1% of your tax-deferred contributions for a total match of 5.5%.

This offer is contingent upon you successfully completing a pre-employment alcohol and drug screening, and your willingness to sign our Standard Patent Agreement and Alcohol and Controlled Substances Policy. This offer is further contingent upon your name not appearing as a prohibited party on any relevant government lists of persons that KBR may not hire for export control or sanctions reasons.

Within 72 hours of offer acceptance, contact Drug Testing Network (DTN) at 800-989-1206 to schedule your pre-employment drug screen. They are available Monday through Friday from 7:30-5pm PST time zone.

- Should you be in a location where obstacles exist that prevent you from completing your drug test due to the Covid-19 pandemic emergency (for example, shelter-in-place orders, stay-home orders, etc.), you will be able to start your employment contingent on you completing your drug test once the obstacles preventing you from completing your drug test no longer exist. Once the relevant obstacles no longer exist (for example, once social distancing mandates or orders restricting site travel to a drug testing have been lifted), you must complete your drug test within 5 days to continue employment. If you fail to do so, your employment may be terminated due to failure to meet the contingency that you pass a drug test.

This offer is contingent upon you successfully completing and clearing a background check. The Company requires that any employee being hired into a position of Substantial Authority be subject to a background check as permitted by local regulations. The HR Representative for your business area will contact you to initiate the process for the background check. Once the background check has been completed and approved, HR will contact you for further instructions.





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The Immigration Reform and Control Act of 1986 requires all individuals to verify their identity and eligibility to work in the United States; therefore, this offer is also contingent upon you providing the required verification. **You will be required to show acceptable unexpired identification on your first day of hire.** This form shall be completed during your orientation. Should you have any questions about which documents constitute acceptable documentation, please contact me.

Your acceptance of employment means you also agree to and are bound by the terms of the KBR Dispute Resolution Program (“DRP” or the “Program”). This agreement includes the requirement that certain legal disputes not resolved through Options 1, 2, or 3 of the Program be submitted to final and binding arbitration, rather than the court system. This will be true both during your employment and after your employment should you terminate. If you have any questions about the DRP or would like a copy of the DRP Plan & Rules, please call the DRP office at 1-800-947-7658 or 713-753-5383.

Nehmya, we look forward to having you join our Company and become a member of our team. However, we recognize that you retain the option, as does the Company, of ending your employment with the Company at any time, with or without notice and with or without cause. As such, this offer of employment and your employment with the Company are at-will and neither this letter nor any other oral or written representations may be considered a contract for any specific period of time.

Please sign and return this letter to my attention. If we do not have a response from you by **4/7/2021**, or you have not contacted us requesting an extension, we will assume you are not interested and this offer will automatically be voided. Should you have any questions regarding this offer, please call me at **202-657-3381**

Sincerely,

Colleen Brown
Technical Recruiter
KBR

I have read and accept the employment terms set out in this letter.

Signed: Anticipated start date: 04/12/2021
Date: 03/31/2021

