



Vault Innovation Group
20 N. Upper Wacker, Suite 1200
Chicago, IL 60606

April 19, 2022

Ashton,

We are confident you will be able to make a significant contribution to the success of our company. Therefore, it is my pleasure to extend the following offer of employment to you on behalf of Vault Innovation Group.

Please review in detail and let us know if you will begin to write the next exciting chapter in our history! You can reach me anytime at 773-573-8069 or jeffrey@vaultinnovation.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeffrey Dirrenberger".

Jeffrey Dirrenberger
Founder/CEO

Vault Innovation Group

The Job

The position we are offering is that of **Frontend Engineer** and you will report to Terry Harmon in our Springfield, MO office, and this is a remote position that can be done from anywhere. This is a full-time position with the expectation to work 40-50 hours per week as long as employed with the company.

Your first day of employment is scheduled to start on **Monday, May 2nd, 2022.**

Note: The first month of your employment will be a contract period. After the contract period ends on Wednesday, June 1st, 2022, without a termination notice, you will automatically become a permanent employee at Vault Innovation Group and will be eligible for further company benefits.

Compensation

The base salary will be paid in bi-monthly installments of \$4,166.66, which is equivalent to **\$100,000** annually. Payments will occur on the 1st and 15th of each month.

As a full-time employee you are also eligible for health care benefits and performance bonuses after your contract period. Vault offers a comprehensive health, dental, and vision plan through United Healthcare. Throughout the year, there are also opportunities to earn bonuses for individual or project performances as well as business development opportunities.

Both salary and bonuses will be subjected to deductions for taxes and other withholdings as required by law and you will be employed as a salaried/exempt employee and, therefore, you will *not* be entitled to overtime wages.

Perks

You are eligible to take as many vacation days (within reason) as needed as long as proper notification is given in advance. The same goes for sick days.

Vault Innovation Group will be closed for the time between Christmas and New Year's Day and other national holidays.

Normal business hours will be 9am - 5pm CT during the weekdays, but flex hours and the ability to work remotely can be set up whenever needed as long as all duties are being accounted for.

Normal and reasonable expenses incurred while performing your job duties will be reimbursed on a monthly basis per company policy.

Responsibilities

You will be responsible for contributing as needed for both client and internal projects in the following areas:

- Web Application Development
- Mobile Application Development
- Frontend Application Development
- Research/Consulting
- Sales Engineering/Estimates
- Quality Assurance & Testing
- Communicate Project Updates
- Meeting Agreed Upon Deadlines

Acceptance

Your employment with Vault Innovation Group is at-will and either party can terminate the relationship at any time with or without cause and with or without notice. You acknowledge that this offer letter represents the entire agreement between you and Vault Innovation Group and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Vault Innovation Group.

Note: This offer is contingent upon signing of Non-Disclosure, Non-Solicitation, and Non-Recruit agreements and is only valid for five business days.

If you are in agreement with the outlined position, please sign below:

Candidate

Name

Signature

Date