



April 2012

Re: Employment Offer Letter

Dear Ms. Kimberly

Cigniti Incorporated (“Cigniti”) is pleased to offer you a full-time position with our company in the position of **.Net Solutions Architect Lead** pursuant to the following:

- Your responsibilities will be further outlined by **Brian Farrell**
- Your Start Date will be **April 27, 2012**
- Cigniti Inc is registered in E-Verify. Our E-Verify Client Company Identification Number is **400330**.
- Your beginning base salary will be based off an hourly rate of **\$65.00** per hour, paid on a semi monthly basis and is subject to deductions for taxes and other withholdings as required by law.
- Work location/On-Site Client Info is as follows: Aidmatrix, The Towers at Williams Square, 5215 North O’Connor Blvd, 8<sup>th</sup> Floor East Tower, Irving, TX 75039
- Client conversion is available, at client’s request, at 90 days with an annual salary of \$115,000 with the following benefits:
  - Medical
  - Dental
  - 401k (match first 4%)
  - Short and Long Term Disability
  - Bonus: based on individual and organization performance.
  - 21 days leave plus 10 days holiday per year

**Terms and Conditions:**

- I. Your employment with Cigniti “at will” in that it can be terminated with or without cause, and with or without notice, at any time, at the option of either Cigniti or yourself, except as otherwise provided by law. Only the Management of Cigniti has the authority to offer or enter into any agreement with you for

employment for any specified period of time or to make any agreement or contract, including, but not limited to, matters concerning compensation and leaves of absence. Any promises to the contrary may only be relied upon by you if they are specifically set forth in writing and signed by the president of Cigniti Incorporated.

- II. Our offer to hire you can only be accepted by you pursuant to signing an employment agreement with Cigniti and further contingent upon your submission of satisfactory proof of your identity and your legal authorization to work in the United States.
- III. Cigniti is relying on your representation that entering into employment with Cigniti does not violate any other independent employment agreements to which you may be a party.

This letter will serve to confirm our understanding of your desire to accept our offer of employment for the position of **.Net Solutions Architect Lead**, effective as of the date set forth above.

Please indicate your desire to accept by signing and dating below, and returning a copy of this letter to our office whereupon we will prepare an employment agreement for your review. We are confident that your employment with Cigniti will prove mutually rewarding, and we look forward to having you join the Cigniti team.

**Cigniti:**



Brian ell, Operations Manager

Date: 04/18/2012

**Candidate:**

\_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_