



IN TIME TEC

Date: March 20, 2021

To: Trevor Allen

From: In Time Tec, LLC

Re: Employment Offer

Position: Software Engineer

Position Summary: Learns and executes on the full spectrum of the software development cycle including defining and scoping requirements to create a solution that meets business objectives. Responsible for prototyping, coding, testing, deploying, monitoring, and documenting a solution. Establishes a relationship built on trust, transparency, integrity, and leadership with colleagues and our partner's teams. Participates in weekly technical and leadership development learning groups.

Supervisor: Michelle Haynes

Location: 580 E. Corporate Dr. Meridian, ID

Start Date: March 29th, 2021

Annual Salary: Paid semi-monthly on the 8th and 23rd day of each month per established payroll practices. Base compensation totals \$55,000 per year. Compensation is expressed on an annual basis for convenience purposes only and in no way serves as a guarantee of this entire compensation if terminated.

Flexible Time Off: 10 paid FTO (flexible time off) days annually, subject to waiting periods and accrual rates set forth in the employee handbook. FTO increases based upon years of service.

8/13/2021

Isaac Gonzalez

9335 W Stonehill Ct
Boise, ID 83709

isaac.albert.g@gmail.com

Dear Isaac:

I am pleased to offer you the position of Junior Consultant with Allata LLC ("Allata" or "Company"), with a hire date of 9/13/2021. The terms of our offer are as follows:

Location:

- Your assigned office is Boise. This office is located in Boise, Idaho. You will be permitted at your manager's discretion to perform substantial portions of your duties to Allata on a remote or work-from-home basis. Remote or work-from-home status is subject to change without notice at the discretion of Allata.
- Occasional travel (typically less than 30% annually) may be required to either Allata offices and/or to client sites as needed to complete project goals and milestones.

Compensation:

- Your base salary will be \$4,357.50 per month (annual equivalent of \$52,290.00/year)
- You will qualify for a review each year as part of Allata's annual review cycle and your salary may, at the Company's discretion, be adjusted based on your attainment of goals in the Allata Growth Framework.

Variable Compensation:

- You are eligible for a discretionary bonus up to 5% of your annual salary per year based on company and individual performance, provided you are employed with Allata at the time of distribution.
- You are eligible for and may earn up to 3% of revenue from new accounts which you source for up to 3 years, beginning the year in which the new account is sourced, and provided you are employed with Allata at the time of distribution.
- You are eligible and may earn up to 1% of opportunities for which you materially assist for up to 3 years, beginning the year in which the opportunity is realized, and provided you are employed with Allata at the time of distribution.

Benefits:

- You will be eligible to participate in Allata's medical and dental plans. Allata will pay up to \$800 monthly toward your medical/dental/vision premiums. For employees who choose a qualified medical plan, Allata will contribute an additional \$50 a month to a health savings plan.
- Allata has a Flexible Paid Time Off ("PTO") policy. Allata employees do not accrue PTO, and there is no set guideline for how much PTO each employee will be permitted to take. The Office Managing Vice President of your assigned office has discretion to approve PTO requests based on your progress on goals and milestones, business needs, status of projects, fairness to the working team, productivity, and within corporate policy. Such PTO requests must be submitted in writing and approved in advance by your supervisor and/or Office Managing Vice President prior to taking planned PTO.
- Since PTO is not allotted nor accrued, "unused" PTO time will not be carried over from one year to the next nor paid out on termination. Your ability to take PTO is not a form of additional wages for services performed, but as part of Allata's decision to provide a flexible amount of PTO.
- You will be eligible to participate in Allata's 401(k) retirement plan. Allata will match 100% of your contributions up to 3% of your compensation and 50% of your contributions between 3% and 5% of your compensation.

Allata is offering you this position based on your general background and experience and does not expect or encourage you to use any confidential or trade secret information obtained outside Allata in executing your duties for Allata. By signing this document, you confirm that you have not brought any trade secrets or confidential information from any former employer, and that you will discharge your duties to Allata without relying on any confidential or trade secret information you may have acquired in your former employment.

The offer of employment set forth herein can be revoked at any time by Allata, which shall include, among other things, a determination by Allata that your application for employment was inaccurate or misleading. All employees of Allata must comply with Allata policies, and specifically, all employees must agree to and sign those policies requested by Allata, as a condition of employment.

This offer is also subject to your providing documentation of lawful eligibility to be employed in the USA as required by the Immigration Reform and Control Act, as well as signing our Nondisclosure Agreement and Employee Handbook. To the extent any provision in this offer letter conflicts with a provision in the Employee Handbook, the provision in the Employee Handbook will apply.



IN TIME TEC

Date: January 26, 2021

To: Kody Dudley

From: In Time Tec, LLC

Re: Employment Offer

Position: Software Engineer

Position Summary:

Duties and responsibilities include and are not limited to:

- Collaborating with In Time Tec partners to understand a project's business objectives and requirements.
- Investigate the feasibility of the implementation.
- Plan and implement the features as described in user stories.
- Unit test to ensure high quality code and collaborate with fellow developers to deploy features onto production.
- Work with Quality Assurance Engineers to support and enable the testing process.
- Address any defects reported in the module/project.
- Work closely with the Project Manager to ensure quality end to end delivery of features.
- Participate in weekly technical and leadership development learning groups.
- Collaborate with a team of engineers to add value to our partner's business objectives.
- Supporting the team in completing tasks when faced with technical challenges.
- Be a client facing In Time Tec representative and establish a relationship built on trust, transparency, integrity, and leadership with our partner's teams.

Supervisor: Michelle Haynes

Location: Meridian, ID

Start Date: February 1, 2021

Annual Salary: Paid semi-monthly on the 8th and 23rd day of each month per established payroll practices. Base compensation totals \$55,000 per year. Compensation is expressed on an annual basis for convenience purposes only and in no way serves as a guarantee of this entire compensation if terminated.

Flexible Time Off: 10 paid FTO (flexible time off) days annually, subject to waiting periods and accrual rates set forth in the employee handbook. FTO increases based upon years of service.



March 25, 2021

Dear Jason,

Zennify Inc. ("Zennify") is pleased to offer you a full-time position in our Zennify Apprentice Program working out of our Boise, ID office. You will be reporting into our Professional Services team. Your expected start date is on Monday, April 26, 2021. Due to the uncertainty of the Coronavirus (COVID-19) we are planning for your orientation to be remote. After orientation you have the option to work remotely from your home or to work from our office at your discretion. When pandemic restrictions lift, we encourage you to engage in office culture as frequently as possible, while maintaining your needs for balance.

Please read and review the offer information below and if you accept our offer, and agree to the contingencies described in this letter, you will receive the following compensation package:

Component	Monthly	Annual
Salary	\$3,750.00	\$45,000.00
Employer Paid Health Benefits*	\$555.00	\$6,660.00
Mobile Phone Allowance	\$50.00	\$600.00
Total Base Compensation	\$4,355.00	\$52,260.00

*Estimated based on standard Elections (Medical, Dental, Vision and Life Insurance)

Salary:

Your initial gross annual base salary will be \$45,000.00. This position is exempt and not eligible for overtime pay. Salary is payable in accordance with Zennify's current payroll practice of twice-monthly installments paid on the Zennify regularly scheduled paydays of the 1st and 16th day of each month. In addition your compensation package includes the following (these details are for informational purposes and are subject to any policy or plan changes) options:

Benefits

Zennify offers healthcare coverage (Medical, Dental and Vision) for you plus dependents. The entire employee portion of individual health insurance (Medical, Dental, Vision) if you choose to enroll will be paid by Zennify. Eligible, and elective, dependent premiums for healthcare coverage will be paid by the employee through regular payroll deductions. Insurance benefits are effective on the first day of the month following your official start date with Zennify.



Personal and Confidential

October 14th, 2021

Connor Hines
connorh14@live.com
(208) 809-5016

Dear Connor:

On behalf of QualityLogic, I would like to offer you the non-exempt position of QA Engineer. Your base pay for this project level position will be \$25.00 hourly, less applicable withholdings.

This offer is contingent upon satisfactory references as well as successful completion of a drug screening and background check. You are also required to provide documentation indicating that you are legally permitted to work in the United States as mandated by federal immigration law. **Enclosed is a "List of acceptable documents". Please bring these documents with you on your first day of employment.** Failure to provide appropriate documentation within 3 days of hire will result in immediate termination of employment in accordance with the terms of the Immigration Reform and Control Act.

In addition to your compensation package, you may be eligible to participate in QualityLogic benefit plans, subject to meeting eligibility requirements. Although these are subject to change from time to time, they presently include health, dental and vision insurance (with coverage effective on the first day of the month following 60 days of employment), and a 401K Plan (with eligibility effective the first of the next quarter following 90-days of employment). These plans are governed by the applicable plan documents, which are available for your review. Contributions by you, where required, vary depending on the level of coverage you select.

Your employment will be governed by the terms of QualityLogic's Employee Handbook as it may be amended from time to time in QualityLogic's sole discretion, except to the extent those terms are inconsistent with this letter. Your employment with QualityLogic will be on an at-will basis, meaning that either you or the company may terminate the employment at any time, with or without notice, and with or without good cause.

These provisions apply throughout your employment with QualityLogic (and its subsidiaries, affiliates and successors), regardless of any changes in your title, position, responsibility or compensation. Nothing in this offer letter creates or is intended to create a promise or representation of continued employment. No employee of QualityLogic may verbally alter your status as an at-will employee, and any change to your at-will status must be in writing, signed by Gary James, President & CEO of QualityLogic.



September 22, 2021

Amanda Rice
2111 S Leadville Ave, Boise, Idaho 83706
rice_amanda@gmail.com / +1 540-519-8772

Dear Amanda,

It is with great pleasure that Truckstop.com (herein referred to as "Truckstop") offers you the position of Software Engineer I in the Technology Department. This position is currently a remote position. You will be reporting to Steven Laurino, Software Engineering Manager and your start date is scheduled for October 11, 2021. Your manager will reach out to you to discuss your first day work schedule. Additionally, our Technology helpdesk will reach out to you to coordinate equipment.

This is a full-time, exempt position that is not eligible for overtime. The salary for this position is \$70,000 annually, paid bi-weekly at a rate of \$2,692.31 per pay period. You are also eligible to participate in the company's bonus plan. Your bonus eligibility is set at a measurement of 10% of eligible wages paid, currently based on the achievement of Company Revenue and EBITDA. (Subject to change based on company initiatives.) Additionally, you are eligible for a merit increase based on your performance. Merit increases, and bonuses are pro-rated based on your hire date and follow company guidelines for payout.

You will be eligible for standard company benefits beginning the first of the month following your hire date. Dependent coverage may require verification of eligibility under the plan.

This job offer is contingent upon the following:

- Completion of a satisfactory background check.
- Execution of an employment/non-compete/confidentiality agreement.

On your first day of employment, you will meet with our Technology Helpdesk to review your workstation set up, and then our People Operations team to complete additional employment forms, review benefits, and meet other partners via Microsoft Teams. Please bring appropriate documentation for the completion of your new-hire forms, including proof that you are presently eligible to work in the United States for I-9 Form purposes. Failure to provide appropriate documentation within three days of hire will result in immediate termination of employment in accordance with the terms of the Immigration Reform and Control Act.

Prior Employment: If you have not already done so, we require that you disclose to the Company any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. It is the Company's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. You further agree not to bring any third-party, confidential information to the Company, including that of your former employer(s), and that in performing your duties for the Company, you will not in any way utilize any such information. This offer of employment is not an inducement, and is not intended to be an inducement, for you to breach any contract with any former employer and your signature below confirms that you have not informed the Company of any potential breach or conflict that may be created by your prior employment.

This offer is valid for the state listed in the address above and shall remain open until five days from the offer date. Any acceptance after five days from the date of this letter will be invalid. Please indicate your acceptance by signing below and return the signed acceptance to peopleops@truckstop.com within five days from the date of this letter. If you have any questions about this offer, please contact Kelly Villaescusa, Director of Talent Acquisition at 619-672-2742 or kellyvillaescusa@truckstop.com.

We are so excited to have you join our team and share in this adventure with us, while you build an epic career at Truckstop! Welcome aboard! Welcome to our Truckstop Family!

Warm regards,
Truckstop.com Talent Team

I have read and understood the provisions of this offer of employment, and I accept the above conditional job offer. I understand that my employment with Truckstop.com is considered at will, meaning that either the company or I may terminate this employment relationship at any time with or without cause or notice.

Today's Date: _____ Signature: _____



Riafox Inc.
1740 East Fairview Avenue #1019
Meridian, ID 83642

01 / 28 / 2022

Dear Jacob Carpenter,

On behalf of Riafox, Inc, I'm pleased to offer you the position of Jr Fullstack Developer .
In this role, you'll be responsible for:

- Collaborate with other developers and engineers to design, build, and maintain applications
- Build applications for various platforms using common frameworks, including .Net
- Write and debug code
- Troubleshoot software issues
- Provide on-call support as necessary

Starting pay for this assessment in 90 days with the possibility, based on productivity, an offer between \$65K and \$75K. The job runs Monday-Friday

The role is full time with a review

\$55K/annually

(potential weekends on occasion).

We would love for your start date to be 01 / 31 / 2022 .

We're all super thrilled to have you on board and I hope you are, too. We have a fabulous work environment and I think you'll be a great fit here. If you feel like this is a great fit for you as well, please sign, and return this document to us no later than 2/1/2022.

If you do have questions, please don't hesitate to call or email us with questions. We look forward to hearing back from you.

Sincere regards,



EMPLOYMENT AGREEMENT FOR MELISSA CASTRO

Start Date: TBD

Title: WEB DEVELOPER – IT

Salary: \$50,000.00 annually to be paid on a semi-monthly basis as an exempt employee. Paychecks are issued on the 15th and the last day of the month. If the pay date coincides with a weekend or bank holiday, paychecks will be issued the business day before.

Benefits: PTO: PTO accruals start after the completion of 3 months of employment. You will accrue at the following rate moving forward:

0 – 3 months	0 hours
4 - 12 months	9 days / 72 hours
13 – 60 months	14 days / 112 hours per year
61 – 120 months	19 days / 152 hours per year
121 months / 10+ years	24 days / 192 hours per year

Unused PTO rolls over on your anniversary date until a maximum of 272 hours is reached.

Vacation Incentive: \$500 incentive is paid per 5 consecutive days/40 hours of PTO for Vacation, up to \$1000 per calendar year. Incentive applies to all colleagues whom have completed 180 days of continued employment.

Hospital Pay: Hospital pay begins to accrue after you complete one (1) year of employment. You will receive 1.67 hours per pay period for a total of 3.34 hours per month until a maximum of 120 hours is reached. Any unused hours will roll over at your anniversary date.

401k / Profit Sharing: Eligibility begins after the completion of three (3) months and 250 hours of service (determined on the basis of actual hours). Any current 401k plans can be rolled over onto this plan upon enrollment. The company matches up to 3%.

Employee Purchase: 20% off dealer price on all items except for the following
35% off FLY – soft goods only
30% off Hwy 21
25% off Shinko and Sedona

Insurance: You are eligible for insurance after the completion of the 60-day probationary period and will go into effect the first of the following month



December 22, 2020

Joe Almanza

Re: Offer of Employment

Joe,

We appreciated your time yesterday to come meet with us and are excited to extend an offer of employment to join our team as our Developer. This offer is contingent on our vetting process and bondability requirements. We would like to have you begin employment on Wednesday, December 30, 2020 with starting annual salary of \$60,000.00. We pay on the 15th and 31st of each month, with no waiting week.

If accepted, we will waive the waiting period for vacation accrual, granting immediate access of 80 hours paid vacation. Your health benefits would start 60 days from hire date and include Medical, Dental and Optical and your premium is covered by the credit union. If applicable, spousal coverage expense is 40% of premium and dependent expense is 25% of premium.

You will be eligible January 1, 2021 for our 401K Retirement Plan and at that time we will start placing our 7.5% of your salary into a designated account for you held at Principal Financial Group. This is not a matching program and if you should choose to do so, will have the opportunity to contribute to the program as well. Once the waiting period is completed, this position has \$50,000 automatic Life Insurance with a premium of \$2.00 per pay period. You will also have access to purchase additional coverage for your family, at low premium cost.

This letter does not serve as a contract. Your employment with the Credit Union will be "at will" and may be terminated by you or the Credit Union at any time. If you have any questions or need additional information, please do not hesitate to contact me at (208)385-5273

Sincerely,

Chris Demaray, SHRM-CP,PHR
Vice President, Human Resources & Branch Administration

Cc:Ken Smith
Senior Vice President, Technology