



February 26, 2018

Jeremy Aaron Heminger

Jeremy:

On behalf of TST Water, LLC, I am pleased to offer you the position of Web Developer, reporting to Will Mott, Senior IT Manager. This position is responsible for developing and/or designing, coding and modifying websites for our Company, from layout to function and according to specifications. The Web Developer is expected to create visually appealing sites that feature user-friendly design and clear navigation. This position requires designing the overall architecture of the web application and evolves to ensure maximum performance and stability.

The compensation for this position is \$25.00 per hour, which equates to \$52,000 annually if 2080 hours is worked (52 weeks at 40 hours per week). Earnings are paid on a bi-weekly basis, every-other Friday, and paychecks are processed one week in arrears.

Your schedule will be 8:00 a.m. to 5:00 p.m., with an hour meal break period taken before the fifth hour worked. Some overtime work may be necessary but typically you will be expected to work 40 hours per week.

The position includes the following benefits (please discuss eligibility dates with HR): health/dental/vision insurance (the Company currently pays 75% of employee's and 50% of family's premiums), a 401(k) pretax and/or 401(k) Roth after-tax retirement plan (the employer will make additional Safe Harbor Contributions to the Plan in an amount not less than 3% of participant's compensation), one week of vacation paid time off, 40 hours of sick paid time, and a tuition reimbursement program (up to \$1,500 per year). We also provide at no cost to employee a Company-paid Group Term Life insurance coverage of \$50,000.

Your anticipated employment start date is March 5, 2018, and is contingent upon the successful completion of your background screening and other factors set forth in this letter. Please report to Linda Julos for your initial employment paperwork.

This offer is contingent upon your signing a copy of this Offer Letter. Should you accept this offer, your continued employment will require both satisfactory job performance and compliance with existing and future policies. Please note that employment with TST Water is on an at-will basis: employment is entered into voluntarily, and the employee is free to resign at will, which means that you may resign at any time, with or without cause and with or without notice. Similarly, the Company may terminate the employment relationship at will at any time with or without cause and with or without notice, so long as there is no violation of applicable federal or state law. Please refer to the Employee Handbook for more information on at-will employment.

I am pleased that you are joining us and hope you will find your employment with TST Water to be a rewarding experience. If you have any questions, please do not hesitate to contact me.

Please signify your acceptance of this offer by signing and returning to me a copy of the Offer Letter included with this letter, no later than March 1, 2018.

Sincerely,

Linda Julos, HR Manager  
TST Water, LLC  
42188 Rio Nedo, Ste. B  
Temecula, CA 92590  
(951) 541-9517

**OFFER ACCEPTANCE**

I, \_\_\_\_, have read, understand and agree to the conditions of employment as outlined in the Job Offer Letter.

I understand that my employment with TST Water is at-will and for no definite period, and I may be terminated by TST Water or terminate the employment relationship myself in accordance with applicable law at any time, with or without cause.

The terms and conditions of this Offer Letter are not meant to supersede any legal or compliance requirements, which may not be addressed in this Offer Letter.

By accepting this Offer, I acknowledge that I will be an employee of TST Water, LLC.

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Employee

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