

May 8, 2015

Robert Guss



Dear Robert,

On behalf of Numark International, Inc., I am pleased to offer you the position of Junior Web Developer. You will be reporting to Paul Buckley, Director of Marketing. The following summarizes the terms of your employment offer:

Compensation: Base pay of \$2,115.38 bi-weekly, which when annualized is equivalent to \$55,000. This position is considered an exempt position for purposes of federal wage-hour law, which means that you will not be eligible for overtime pay for hours actually worked in excess of 40 in a given workweek.

Vacation: You will receive 40 hours of vacation time after six months of continuous employment. Upon your first anniversary date with the Company, you will be eligible for vacation time in accordance with the Company's vacation policy.

Benefits: You will be eligible to receive benefits that are offered to all eligible employees on the 1st of the month following your start date.

Start Date: Your start date is Monday, May 11, 2015. On your first day, you will receive an informational packet from Human Resources which will include employment forms, the company handbook and a benefits summary. Please bring the appropriate documentation for the completion of your new hire forms, including proof that you are currently eligible to work in the United States. 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.

Travel & Expenses: All authorized work related expenses must be submitted on an approved Company expense report. Expenses will be reimbursed on a monthly basis. When conducting business and traveling on behalf of the Company, you are expected to be available via phone and email, regardless of your geographic location.

Employment At-Will: 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, your employment with the Company is at-will and neither this letter nor any other oral or written representations may be considered a contract for any specific period of time.

Corporate Headquarters: 200 Scenic View Drive Cumberland, RI 02864
Phone: 401-658-3131 Fax: 401-658-3958

We look forward to having you join Numark International, Inc. and become a member of our team! Should you have any questions about starting with the Company, please do not hesitate to contact me at (401) 658-3131 x1220.

Sincerely,



Jody Iannone
Human Resource Manager

This offer will expire seven days from the date of this letter, although additional time for consideration of the offer can be made available.

I agree to the terms outlined above. The provisions of this offer have been read, are understood, and the offer is herewith accepted. Once accepted, sign in the place provided below and return to Human Resources.

Acceptance Signature

Date Accepted

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