



DAMMON

ENGINEERING, INC.

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Slidell, LA 70458
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dammonengineering.com
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March 23, 2017

Mr. Mike Kramer
2015 Eleventh st.
Slidell, La.70458

Mr. Kramer,

It is my pleasure to extend the following offer of employment to you on behalf of Dammon Engineering, Inc.

Title: Senior CAD Drafter

Reporting Relationship: This position will report to Chuck Dammon as well as me.

The job is to transform initial rough product designs using computer aided design (CAD) into working documents. Review engineering drawing and designs to ensure adherence to established specifications and standards. Be familiar with a variety of the field's concepts, practices, and procedures related to the working documents.

Base Salary: Will be paid in bi-weekly installments at a rate of \$20.00 per hour, which is subject to deductions for taxes and other withholdings as required by law.

Regretfully we do not offer any health, life or dental insurances nor 401(k) at this time.

Vacation and Personal Emergency Time Off: After 6 months of employment, vacation is accrued at 1.54 hours per pay period, retroactive to employment date, which is equivalent to two weeks on an annual basis.

Start Date: April 3, 2017

Your employment with Dammon Engineering Inc. 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 Dammon Engineering, Inc. and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Dammon Engineering, Inc.

If you are in agreement with the above outline, please sign below. This offer is in effect for 5 business days starting March 24, 2017.

Signatures:

3/23/2017

David Dammon Date
President, Dammon Engineering

Mike Kramer Date