



Dahl Consulting
2277 Highway 36 W.
Roseville, MN 55113

March 28, 2018

Sara Noto
1804 Picadilly Place
Tyler, TX 75703

Dear Sara,

Congratulations! We are pleased to formally offer a position with Dahl Consulting ("DAHL") as a part time, non-exempt employee consultant effective March 28, 2018. We are looking forward to your joining our team and to a mutually beneficial and productive relationship.

This letter is to serve as confirmation of the details of your employment. For each hour that you provide services to DAHL's client, you will be paid \$45.00. Any overtime hours approved in advance and in writing by DAHL's client and DAHL shall be paid at one and one-half times your regular hourly rate of pay for each hour worked over forty (40) hours per week or as otherwise required by state law.

This letter, along with your Employment Agreement with DAHL, sets forth the terms of your employment with DAHL and supersede any prior representations or agreements, and may not be modified or amended except by a written agreement signed by you and the CEO of DAHL.

Upon acceptance of this letter, we would appreciate your completing the onboarding process so your start date will not be delayed. As you are aware, this offer is contingent on the results of any applicable background checks as well as a review of any restrictive covenants, if any, which may exist between you and your current or past employers. DAHL will make the final determination as to whether these restrictive covenants will make your employment with DAHL unduly restricted.

If you have any questions, please do not hesitate to contact our offices at (651) 772-9225.

Yours truly,

Dahl Consulting

Valerie Doherty
CEO

I have read and accept DAHL's
Offer of employment.

Sara Noto