

December 14, 2018

Dear Alexandra,

This letter sets forth the complete terms of your employment with Sojourn Active Vacations Inc and supersedes any prior oral or written representation and agreements.

We are pleased to offer you the position of Regional Product Manager based on the following conditions:

Position Status: Full Time

Reports To: Raja Mukherjee

Wage: \$50,000/year

Start Date: December 19, 2018

Office Hours: This position is required to operate from our office. The core hours for the business operations are 9AM through 5PM Monday – Friday. If using flex time, it will be required to be in the office during the core hours of 10AM – 5PM.

Payroll Schedule: First business day of month (for prior month).

Vacation Days: You will be entitled to 10 days of vacation each year. There will be no carry over of vacation time year over year. Vacation time will be accrued at 0.82 days per month.

Sick Days: You will be eligible for 40 hours of sick time. Sick time cannot be carried forward.

Health Insurance: Responsibility of employee.



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Sojourn Simple IRA: Company will match employee contribution up to a maximum of 3%. Eligibility begins on the 1st day of January 2020. Employee is fully vested from date of initial enrollment in plan.

Your employment is contingent upon successful completion of reference and background check. Since this is a management position within the Company and critical to running our business, this position is not eligible for overtime under the provisions of the Fair Labor Standards Act.

Sojourn has the right to terminate your employment without cause at any time during your employment. Sojourn is an at-will employer, which means your employment with Sojourn is for no specific length of time. At any time, you or Sojourn may terminate the employment relationship for any reason, without and no cause. If you accept this offer you will be required by Federal Law to provide documentation that illustrates your proof of identity and eligibility to work in the United States.

This offer is valid till December 15, 2018. If you accept this offer please sign and date and email/scan to raja@gojourn.com. By accepting this offer you are representing to Sojourn that you are under no legal restrictions from prior agreements, contracts or other obligations that would prohibit you from working for Sojourn and /or performing the duties.

We all look forward to welcome you to Sojourn.

A handwritten signature in black ink, appearing to read "Raja Mukherjee".

Raja Mukherjee
President
Sojourn Active Vacations Inc

Accepted:  Date : 12/14/2018