



Ms. Alexandra Dawson

November 24th, 2009

Dear Ms. Dawson:

It has come to the attention of the Rossum Corporation that you have recently become available for employment. Rossum is pleased to offer you the position of Marketing Director for our organization. We are aware of the excellent work you performed as an outside contractor and are excited about the new ideas and marketing direction you can bring our company.

Your position will be located in our New York, NY office, where our marketing and customer service departments are located. You will report directly to the Vice-President of Operations and be a member of our Executive Management Team. After finishing orientation, your initial task will be to help recruit and train a new marketing staff focused on developing our company's online presence, as well as expand efforts in broadcast advertising.

Your initial compensation package includes a weekly salary of \$4040 (payable biweekly), full medical and dental coverage through our company's employee benefit plan, as well fringe benefits to be discussed after the onset of your employment.

In accepting our offer of employment, you certify your understanding that your employment will be on an at-will basis, and that neither you nor any Company representative have entered into a contract regarding the terms or the duration of your employment. As an at-will employee, you will be free to terminate your employment with the Company at any time, with or without cause or advance notice. Likewise, the Company will have the right to reassign you, to change your compensation, or to terminate you at any time, with or without cause or advance notice.

We look forward to your arrival at the Rossum regional New York office and are confident that you will play a key role in our company's global market expansion. Please let me know if you have any questions or if I can do anything to make your arrival easier.

Sincerely,

A handwritten signature in blue ink, appearing to read "Clive Ambose", is written over a faint, illegible printed name.

Clive Ambose, Vice President, Rossum Corporation