

Learning by
grace



Date: November 10, 2009

To: Jonathan Knippschild

Dear Jonathan,

Learning by Grace, Inc is pleased to offer you the position of Associate Web Developer.

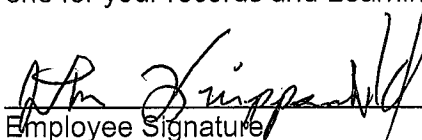
The starting salary for this position is \$45,000 annually (paid every two weeks). In addition to your salary you qualify to receive medical insurance after an insurance company mandated 90-day waiting period as well a prescription and dental plan if needed. LBG pays an amount equal to the single-person premium; if couple or family coverage is desired you would be responsible for amounts exceeding the single-person premium. After one year of service you will qualify to be considered for our "Start Of School" bonus and our "Year End Bonus" programs.

In this position you will report to the Senior Web Developers and it is part of the Learning By Grace Technology group. The first date of your employment is as soon as possible but no later than November 23, 2009. This is a full time-salaried position and generally speaking your work schedule will be Monday through Friday from 8:30 A.M. to 5:00 P.M.

Vacation is available to be taken at any time following your initial month of service after the first date of employment, with the prior approval of your supervisor. You accrue vacation at the rate of .833 days per month, or a total of 10 days annually. No vacation can be taken in July, August or September. You are allowed 4 personal days per year after your initial three months of service to be used for emergencies and sick days.

Employment at Learning By Grace, Inc. is at will, and LBG may terminate employment at any time for any reason. You must give two weeks' notice upon resigning. It will be up to Learning By Grace, Inc. to decide whether or not you are required to work the full two weeks.

Please sign both copies to acknowledge and accept these conditions. You should keep one for your records and Learning by Grace will keep one in your file.


Employee Signature

Date 11/10/09

Learning by Grace Representative