



Nov 20th, 2023

Jon Crowe  
jon.crowe2@gmail.com

**Software Engineer**

BetterRX, LLC, is pleased to offer you the position of **Software Engineer**. We trust that your knowledge, skills, work ethic and experience will be among our most valuable assets. Should you accept this offer, you'll be eligible to receive the following:

**Compensation:**

- **Annual Salary:** \$160,000 (paid every 2 weeks by direct deposit)

**Benefits:**

- Thirteen paid holidays per calendar year.
- Three weeks of paid time off (PTO) annually; to be accrued.
- 401K matching dollar for dollar up to 4%; option available after 1 year of employment.
- Health & Dental Insurance (employees are eligible for coverage effective on the first day of the month following the month from the date of hire). BetterRX, LLC contributes 62% towards the monthly premium for health insurance & 50% towards the monthly premium for dental insurance.
- Vision insurance (at the employee's expense).
- Basic Life, Long-Term, and Short-Term Insurance covered by BetterRX. Additional life insurance coverages are available (at the employee's expense).
- Gym membership reimbursable up to \$20 per month.

This offer is contingent upon:

1. A successful background check, which will be completed as part of the initial on-boarding process.
2. Having a quiet, remote office workspace available during working hours with phone line and adequate internet (at the employee's expense).

We anticipate your start date will be within 2 weeks of accepting this offer and agreed upon by both parties. Your working hours will be 8-5 pm ET.

Please confirm your acceptance of this offer by signing and returning this letter by EOD Tuesday November 21<sup>st</sup>.

Tyson Harper will be your immediate supervisor. Tyson may be reached directly at 801-867-5778 with any questions regarding this offer.

BetterRX maintains an "at-will" employment relationship, which means that either you or the company may terminate your employment at any time, for any reason, with or without cause. This notice of at-will employment serves as a general reminder of our employment policies.

Sincerely,  
The BetterRX Team

**ACCEPTANCE OF JOB OFFER**

By signing and dating this letter below, I, Jon Crowe, accept this job offer of **Software Engineer** at BetterRX, LLC.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_