



March 26, 2025

Dear Jake,

It is with great pleasure that I confirm our offer for the position of Director with Perfect Game starting on Monday, March 31, 2025.

This is a full-time, exempt-level position. Your compensation will be paid bi-weekly based on an annualized salary in the amount of \$75,000 according to Perfect Game's standard payroll practices. All compensation shall be subject to the customary withholding tax and other employment taxes and deductions as required by law.

You will be eligible for coverage in the PG-sponsored health insurance plan and other related benefits offered on the first day of the month following sixty (60) consecutive days of employment, subject to plan terms and conditions. Eligibility to participate in Perfect Game's 401(k) plan begins on the first of the month immediately following your one-year service anniversary with the company, subject to plan terms and conditions.

This offer of employment is conditioned on execution and agreement to each of the terms and conditions of both the Confidentiality Agreement and Restrictive Covenants and At-Will Employment Agreement, and satisfactory completion of a company background check and child safety training. All employees are subject to Perfect Game's policies and procedures.

Your employment with the company is on an at-will basis with no specified term. You or the company may terminate employment at any time, with or without cause and with or without prior notice. Although your job title, compensation and benefits may change from time to time, the at-will nature of your employment shall not be changed, and this letter, along with the enclosed At-Will Employment Agreement and Confidentiality Agreement and Restrictive Covenants, sets forth the terms of your employment with Perfect Game and may not be modified or amended except by a written agreement, signed by both parties.

Please indicate your acceptance of this employment offer by initialing and signing as indicated at the bottom of each page of the offer letter and the enclosed employment agreements, and return all pages to me by Friday, March 28, 2025.

Sincerely,

*Emma Ottum*

Emma Ottum  
Human Resources Generalist

Initial Here \_\_\_\_\_



**ACKNOWLEDGEMENT AND ACCEPTANCE OF EMPLOYMENT OFFER**

I acknowledge receipt and understanding of the above terms and conditions outlined on Page 1 of this employment offer letter and recognize this is not a guarantee of employment for a specified period. I further acknowledge that I am required to initial and sign the At-Will Employment Agreement and Confidentiality Agreement and Restrictive Covenants in addition to below, as a condition of this employment offer.

I recognize that either party, employer, or employee, may terminate this employment arrangement at any time, for any reason, with or without cause, and that all executed Confidentiality, Restrictive Covenants, and associated agreements shall remain in place according to the terms and conditions within.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

Cc: HR File