



October 14, 2014

Dear [REDACTED]w:

It is our pleasure to offer to you employment with [REDACTED]ot Inc. as Sales Director, Shopper commencing November 10, 2014. If you accept this offer of employment, you will report to Dan Engebretson.

Your base salary shall be \$125,000 per year, paid twice a month in accordance with Yieldbot's normal payroll practices. Additionally, for 2014 and 2015 you will receive commissions of 5% of your booked campaigns that run. You will be receiving a grant for 7,500 shares of Yieldbot in accordance with the terms and conditions of the company's 2010 Stock Plan and Stock Option Agreement. You will be eligible to receive the company's employee healthcare benefits in accordance with Yieldbot's TriNet Benefits Plan as well as any future benefits as they become available for regular full-time employees.

Employment at Yieldbot is "at will", which means that your employment will not be for a specific term, but rather will be terminable at the option of either you or Yieldbot at any time, with or without cause or notice. Any modification of the at-will nature of your employment must be in writing and executed by you and an authorized officer of Yieldbot.

This offer is contingent upon satisfactory proof of employability within the United States. You also must sign an Employee Proprietary Information, Inventions and Non Solicitation Agreement, a copy of which is enclosed, in order to become an employee of Yieldbot.

This offer is made upon your own skills and verifiable credentials and not in exchange for the proprietary information, intellectual property or trade secrets of your current or any past employer. Please refrain from bringing any such materials with you or accessing such materials during your employment with Yieldbot.

We look forward to welcoming you to Yieldbot. Please sign below acknowledging that you have read and understand this letter, and that you agree with the terms set forth above. Your acceptance of this offer will not be effective unless you execute and deliver this offer letter to Yieldbot prior to 12:00am October 15, 2014.

Sincerely,

Dan Engebretson