

CONFIDENTIALITY, NON-COMPETE AND OWNERSHIP AGREEMENT

THIS AGREEMENT is entered into as of **October 5, 2014** by and between Internet Integration, Inc. (to be renamed LogicNow, Inc), a corporation with its office located at 11601 WILSHIRE BLVD LOS ANGELES CA 90025 ("LogicNow, Inc." or the "Employer"), and Tatyana Jorgensen ("Employee") (PRINT NAME) with an address at:

251 Brightwaters Blvd NE, St. Petersburg, FL 33704.

WHEREAS, LOGICNOW, INC. has employed or continues to employ the Employee;

WHEREAS, in the course of Employee's employment, Employee has gained and/or will gain access to certain proprietary information of LOGICNOW, INC.; and

WHEREAS, LOGICNOW, INC. requires Employee to enter into this agreement as a condition to Employee's employment and/or Employee's continued employment by LOGICNOW, INC.;

NOW, THEREFORE, in consideration of the employment and/or continued employment of Employee, the promises hereinafter contained, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Confidentiality. Employee covenants and agrees that, during and after this employment Employee will treat as confidential and will not, without the prior written approval of LOGICNOW, INC., use (other than in the performance of Employee's designated duties for LOGICNOW, INC.) or disclose, directly or indirectly, the Trade Secrets or Confidential Information (i) disclosed by LOGICNOW, INC. or its affiliates or developed by Employee as part of Employee's duties hereunder, or (ii) disclosed to LOGICNOW, INC. or its affiliates, or to Employee as part of Employee's duties hereunder, by Customers or other third parties subject to obligations of confidentiality; provided that the foregoing obligations with respect to Confidential Information shall expire one (1) year after termination of Employee's employment by LOGICNOW, INC., and the obligations with respect to Trade Secrets shall continue for so long as the information remains a Trade Secret under applicable law. For purposes hereof, the term "Trade Secret" shall mean information regarded as a trade secret under applicable law and information without regard to form, including, without limitation, know-how embodied in computer program algorithms, system design, architecture, logic, and structure, technical or non-technical data, a formula, a pattern, a compilation, a program, a device, a method, a technique, a drawing, a design, a process, financial data, financial plans, product plans, or a list of actual or potential customers or suppliers, which is not commonly known by or available to the public and which information: (a) derives economic value, actual or potential, from not being generally known to, and not being readily ascertainable by proper means by, other persons who can obtain economic value from its disclosure or use; and (b) is the subject of efforts that are reasonable under the circumstances to maintain its secrecy. For purposes hereof, the term "Confidential Information" shall mean any confidential or proprietary information relating to LOGICNOW, INC. or its customers that is not a Trade Secret under applicable law. The Employee agrees to diligently protect any and all Trade Secrets and Confidential Information against loss by inadvertent or unauthorized disclosure and to comply with regulations established by LOGICNOW, INC. for the purpose of protecting such information. FOR PURPOSES HEREOF, THE FOLLOWING SHALL NOT BE DEEMED TO BE TRADE SECRETS OR CONFIDENTIAL INFORMATION: (i) INFORMATION PUBLICLY KNOWN THAT IS GENERALLY EMPLOYED BY THE TRADE AT OR AFTER THE TIME EMPLOYEE FIRST LEARNS OF SUCH INFORMATION, (ii) GENERAL INFORMATION OR KNOWLEDGE WHICH EMPLOYEE WOULD HAVE LEARNED IN THE COURSE OF EMPLOYMENT OR WORK ELSEWHERE IN THE GENERAL TRADE, AND (iii) EMPLOYEE METHODOLOGY. For purposes hereof, the term "Employee Methodology" shall mean know-how embodied in computer program algorithms, system design, architecture, logic, and structure which is (i) developed or known by Employee completely independent

of and prior to Employee's employment relationship with LOGICNOW, INC. and supported by Employee's written records, (ii) not proprietary to or restricted by any third party, and (iii) which becomes a part of Employee's knowledge and experience. Employee shall diligently protect any and all Trade Secrets and Confidential Information against loss by inadvertent or unauthorized disclosure and to comply with regulations established by LOGICNOW, INC. for the purpose of protecting such information.

2. Records and Materials. All records, notes, files, recordings, tapes, disks, memoranda, reports, price lists, client lists, drawings, plans, sketches, documents, equipment, apparatus, and like items, and all copies thereof, relating to the business of LOGICNOW, INC., the Trade Secrets or the Confidential Information, which shall be prepared by Employee or which shall be disclosed to or which shall come into the possession of Employee, shall be and remain the sole and exclusive property of LOGICNOW, INC.. Employee agrees, upon request from LOGICNOW, INC. and upon the termination of employment, to promptly deliver to LOGICNOW, INC. the originals and all copies of any of the foregoing that are in the Employee's possession, custody or control.

3. Employee Inventions and Works. Any invention, original work of authorship, idea, improvement, discovery, process, formula, code, algorithm, program, system, method or visual works (collectively, "Inventions"), which is made, developed or conceived, either solely or jointly with others, by Employee (i) in the course of Employee's employment, (ii) with the use of LOGICNOW, INC.'s time, material or facilities, or (iii) in connection with the actual or demonstrably anticipated business, work, or research and development of LOGICNOW, INC., will be promptly and fully disclosed by the Employee to Employee's supervisor at LOGICNOW, INC.. Any such Inventions, whether made prior to, on, or after the date hereof, will be the sole and absolute property of LOGICNOW, INC., including all patent, copyright, and other rights in respect thereof, and Employee hereby assigns, and upon the future creation thereof automatically assigns to LOGICNOW, INC. without further consideration, and Employee agrees to assign to LOGICNOW, INC. without further consideration, any right, title or interest Employee may have to such Inventions created prior to, on, or after the date hereof in any medium, including all rights to create derivative works based thereon. At the request and expense of LOGICNOW, INC., either during or after employment, Employee will execute and deliver all such documents and will do all such other acts as may be in LOGICNOW, INC.'s opinion necessary or desirable to secure to LOGICNOW, INC. or its successors and assigns, complete, exclusive, perpetual, and worldwide right, title and interest in and to any such Inventions. Employee agrees to keep and maintain adequate and current written records (in the form of notes, laboratory notebooks, sketches, drawings, and as may otherwise be specified by LOGICNOW, INC.) of all inventions and original works of authorship made by Employee (solely or jointly with others) using LOGICNOW, INC.'s resources, on LOGICNOW, INC.'s time, or which relate to the actual or demonstrably anticipated business of LOGICNOW, INC., which records shall be available to and remain the sole property of LOGICNOW, INC. at all times. The provisions of this paragraph shall be binding upon the heirs, successors, and assigns of Employee.

4. Cooperation. Employee agrees to cooperate at any time to the extent and in the manner reasonably requested by LOGICNOW, INC. and at LOGICNOW, INC.'s expense, in the prosecution or defense of any claims, litigation or other proceeding involving the property of LOGICNOW, INC., the Trade Secrets, or the Confidential Information.

5. Other Obligations. Employee acknowledges that LOGICNOW, INC. from time to time may have agreements with other persons or with the governmental entities or agencies which impose obligations or restrictions on LOGICNOW, INC. regarding inventions and original works of authorship made during the course of work thereunder or regarding the confidential nature of such work. Employee agrees to be

Confidentiality, Non-Compete and Ownership Agreement

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bound by all such obligations and restrictions and to take all action necessary to discharge the obligations of LOGICNOW, INC. thereunder.

6. Trade Secrets and Obligations to Others. Employee represents that Employee's performance of all the terms of this Agreement and as an employee of LOGICNOW, INC. does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by him in confidence or in trust prior to Employee's employment with LOGICNOW, INC., and Employee will not disclose to LOGICNOW, INC., or induce LOGICNOW, INC. to use, any confidential or proprietary information or material belonging to any previous employer or others. Employee represents that Employee is not a party to any non-compete agreement or other contract which would conflict with or prevent Employee from entering into employment with LOGICNOW, INC. or performing employee duties for LOGICNOW, INC.. Employee agrees not to enter into any agreement, either written or oral, in conflict herewith.

7. Covenant Not to Solicit Customers. Employee covenants and agrees that during Employee's employment hereunder and for a period of twelve (12) months following the termination of such employment for any reason, Employee shall not, without the prior written consent of LOGICNOW, INC., either directly or indirectly, on Employee's own behalf or in the service or on behalf of others solicit or attempt to divert or appropriate any customers or prospective customers of LOGICNOW, INC. with whom Employee had actual contact during the twelve (12) month period immediately preceding Employee's termination of employment with LOGICNOW, INC. to any business engaging in the same or substantially similar business as the business of LOGICNOW, INC..

8. Covenant Not to Solicit Employees. Employee covenants and agrees that during the term of Employee's employment and for a period of twelve (12) months following the termination of such employment for any reason, Employee shall not, either directly or indirectly, on Employee's own behalf or in the service of or on behalf of others, hire away or contact, solicit, divert, or encourage any person employed by LOGICNOW, INC. with the intent of enticing him or her away from the employ of LOGICNOW, INC., or otherwise induce or influence any person to discontinue employment with LOGICNOW, INC., whether such person is a full-time or temporary employee of LOGICNOW, INC. and whether such employment is pursuant to a written agreement or such employment is for a determined period or is at will.

9. Services for Others. This Agreement shall not be construed to restrict Employee's right to provide services and/or develop other works for third parties; provided, however, that there is prior disclosure to LOGICNOW, INC. and LOGICNOW, INC. approves such activities in writing, which approval shall not be unreasonably withheld. This right is subject, however, to all of the other restrictions contained in this Agreement, and to the condition that Employee use only Employee's own time and resources with such services.

The Employee covenants and agrees that, for a period of twelve (12) months following the effective date of his termination of employment with Corporation, regardless of the reason for such termination and regardless of whether such employment is terminated by the Employee or the Corporation, Employee will not, directly or indirectly, individually or as a partner, corporate employee, stockholder, consultant, officer, director, entity or advisor render or perform "Development Services" (as hereinafter defined) that directly competes against products developed by LOGICNOW, INC..



For purposes of this Agreement, "Development Services" are defined as those same or similar types of activities performed by the Employee during the twelve (12) month period immediately prior to the effective date of the termination of the Employee's employment with the Corporation.

10. Remedies. Employee acknowledges and agrees that, by virtue of the duties and responsibilities attendant to Employee's employment by LOGICNOW, INC. and the special knowledge of LOGICNOW, INC.'s affairs, business, clients and operations that Employee has and will have as a consequence of such employment, irreparable loss and damage will be suffered by LOGICNOW, INC. if Employee should breach or violate any of the covenants and agreements contained in Sections 1 through 8; and Employee further acknowledges and agrees that each of such covenants are reasonably necessary to protect and preserve the business of LOGICNOW, INC.. Employee, therefore, agrees and consents that, in addition to any other remedies available to it, LOGICNOW, INC. shall be entitled to an injunction to prevent a breach or contemplated breach by the Employee of any of the covenants or agreements contained in such Sections. The existence of any claim, demand, action or cause of action of Employee against LOGICNOW, INC., whether predicated upon this Agreement or otherwise, shall not constitute a defense to the enforcement by LOGICNOW, INC. of any of the covenants contained herein.

11. Electronic Mail, Voice Mail, and Computer Monitoring. Electronic mail service, voice mail service, and computers provided by LOGICNOW, INC. are intended solely for business use. Employee acknowledges LOGICNOW, INC.'s right to monitor Employee's use of such facilities without notification.

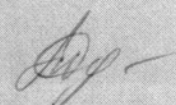
12. Telephone Monitoring. Telephone service provided by LOGICNOW, INC. is intended solely for business use. Employee acknowledges LOGICNOW, INC.'s right to monitor Employee's use of such telephone service without notification.

13. Severability. Each covenant of this Agreement shall be deemed and shall be construed as a separate and independent covenant, and should any part or provision of any such covenants be declared invalid by any court of competent jurisdiction, such invalidity shall in no way render invalid or unenforceable any other part or provision thereof or any other separate covenant of Employee not declared invalid.

14. Notices. Any notice or communication required or permitted to be given hereunder may be delivered by hand, deposited with an overnight courier, sent by email or facsimile (provided delivery is confirmed), or U.S. Mail (registered or certified only), return receipt requested, in each case to the address set forth on the initial page hereof or at such other addresses as shall be designated in writing by either party to the other in accordance with this Section. Such notice will be deemed to be given when received.

15. Other Rights and Agreements. The rights of LOGICNOW, INC. under this Agreement are in addition to, and not in lieu of, all other rights LOGICNOW, INC. may have at law or in equity to protect its confidential information, trade secrets and other proprietary interests. No amendment or modification of this Agreement shall be valid or binding upon LOGICNOW, INC. unless made in writing. The waiver by one party of a breach of any provision of this Agreement by the other party shall not operate or be construed as a waiver of any subsequent breach of the same or any other provision by the other party. Nothing in this Agreement affects the fact that Employee's employment with LOGICNOW, INC. is expressly at-will.

16. Miscellaneous. This Agreement shall be construed under the laws of the State of Florida, without regard to its principles of conflicts of law. This Agreement constitutes the entire understanding of the
Confidentiality, Non-Compete and Ownership Agreement



parties with respect to the subject matter of this Agreement and merges all prior communications, understandings, and agreements. This Agreement may be modified only by a written agreement signed by the parties. The failure of either party to enforce at any time any of the provisions hereof shall not be a waiver of such provision, or any other provision, or of the right of such party thereafter to enforce any provision hereof.

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed below.

LogicNow, Inc.:

By: _____

Date: _____

Title: _____

Signature: _____

EMPLOYEE:Signature: Date: 9/12/14



Employment Eligibility Verification

Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9

OMB No. 1615-0047
Expires 03/31/2016

▶ **START HERE.** Read instructions carefully before completing this form. The instructions must be available during completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) they will accept from an employee. The refusal to hire an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the **first day of employment**, but not before accepting a job offer.)

Last Name (Family Name) <i>Jongsma</i>		First Name (Given Name) <i>Tatyana</i>		Middle Initial <i>M</i>	Other Names Used (if any)	
Address (Street Number and Name) <i>851 Brightwaters Blvd NE</i>			Apt. Number	City or Town <i>Pt Petersburg</i>	State <i>FL</i> ☒	Zip Code <i>33704</i>
Date of Birth (mm/dd/yyyy) <i>10/07/1974</i>	U.S. Social Security Number <i>726-92-2374</i>		E-mail Address <i>tanya.jongsma@gfl.com</i>			Telephone Number <i>927-225-3810</i>

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following):

- ☐ A citizen of the United States
- ☐ A noncitizen national of the United States (See instructions)
- ☐ A lawful permanent resident (Alien Registration Number/USCIS Number): _____
- ☒ An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy) *01/05/16*. Some aliens may write "N/A" in this field. (See instructions)

For aliens authorized to work, provide your Alien Registration Number/USCIS Number **OR** Form I-94 Admission Number:

1. Alien Registration Number/USCIS Number: *138-087-376*

OR

2. Form I-94 Admission Number: *34195 455330*

3-D Barcode
Do Not Write in This Space

If you obtained your admission number from CBP in connection with your arrival in the United States, include the following:

Foreign Passport Number: *NRCCCBPH1*

Country of Issuance: *The Netherlands*

Some aliens may write "N/A" on the Foreign Passport Number and Country of Issuance fields. (See instructions)

Signature of Employee: <i>[Signature]</i>	Date (mm/dd/yyyy): <i>9/17/14</i>
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Preparer and/or Translator Certification (To be completed and signed if Section 1 is prepared by a person other than the employee.)

I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator:			Date (mm/dd/yyyy):	
Last Name (Family Name)			First Name (Given Name)	
Address (Street Number and Name)		City or Town	State	Zip Code



Employer Completes Next Page



Section 2. Employer or Authorized Representative Review and Verification

(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR examine a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents" on the next page of this form. For each document you review, record the following information: document title, issuing authority, document number, and expiration date, if any.)

Employee Last Name, First Name and Middle Initial from Section 1:

List A Identity and Employment Authorization	OR	List B Identity	AND	List C Employment Authorization
Document Title:		Document Title:		Document Title:
Issuing Authority:		Issuing Authority:		Issuing Authority:
Document Number:		Document Number:		Document Number:
Expiration Date (if any)(mm/dd/yyyy):		Expiration Date (if any)(mm/dd/yyyy):		Expiration Date (if any)(mm/dd/yyyy):
Document Title:		3-D Barcode Do Not Write in This Space		
Issuing Authority:				
Document Number:				
Expiration Date (if any)(mm/dd/yyyy):				
Document Title:				
Issuing Authority:				
Document Number:				
Expiration Date (if any)(mm/dd/yyyy):				

Certification

I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): _____ (See instructions for exemptions.)

Signature of Employer or Authorized Representative		Date (mm/dd/yyyy)	Title of Employer or Authorized Representative	
Last Name (Family Name)		First Name (Given Name)	Employer's Business or Organization Name Internet Integration, Inc.	
Employer's Business or Organization Address (Street Number and Name)		City or Town	State ☐	Zip Code

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) Last Name (Family Name) First Name (Given Name)		Middle Initial	B. Date of Rehire (if applicable) (mm/dd/yyyy):
C. If employee's previous grant of employment authorization has expired, provide the information for the document from List A or List C the employee presented that establishes current employment authorization in the space provided below.			
Document Title:	Document Number:	Expiration Date (if any)(mm/dd/yyyy):	

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative:	Date (mm/dd/yyyy):	Print Name of Employer or Authorized Representative:
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LISTS OF ACCEPTABLE DOCUMENTS

All documents must be UNEXPIRED

Employees may present one selection from List A
or a combination of one selection from List B and one selection from List C.

LIST A Documents that Establish Both Identity and Employment Authorization	OR	LIST B Documents that Establish Identity	AND LIST C Documents that Establish Employment Authorization
1. U.S. Passport or U.S. Passport Card 2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551) 3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa 4. Employment Authorization Document that contains a photograph (Form I-766) 5. For a nonimmigrant alien authorized to work for a specific employer because of his or her status: a. Foreign passport; and b. Form I-94 or Form I-94A that has the following: (1) The same name as the passport; and (2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form. 6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address 2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address 3. School ID card with a photograph 4. Voter's registration card 5. U.S. Military card or draft record 6. Military dependent's ID card 7. U.S. Coast Guard Merchant Mariner Card 8. Native American tribal document 9. Driver's license issued by a Canadian government authority For persons under age 18 who are unable to present a document listed above: 10. School record or report card 11. Clinic, doctor, or hospital record 12. Day-care or nursery school record	1. A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION 2. Certification of Birth Abroad issued by the Department of State (Form FS-545) 3. Certification of Report of Birth issued by the Department of State (Form DS-1350) 4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal 5. Native American tribal document 6. U.S. Citizen ID Card (Form I-197) 7. Identification Card for Use of Resident Citizen in the United States (Form I-179) 8. Employment authorization document issued by the Department of Homeland Security

Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274).

Refer to Section 2 of the instructions, titled "Employer or Authorized Representative Review and Verification," for more information about acceptable receipts.



U.S. Customs and Border Protection

Securing America's Borders

OMB No. 1651-0111
Expiration Date: 11/30/2014

Most Recent I-94

Admission (I-94) Record Number: 34195455330

Most Recent Date of Entry: 2014 August 14

Class of Admission: L2

Admit Until Date: 2016 July 01

Details provided on the I-94 Information form:

Last/Surname: JONGSMA

First (Given) Name: TATYANA

Birth Date: 1974 October 07

Passport Number: NRCCCBPH1

Country of Issuance: Netherlands

[Get Travel History](#)

► Effective April 26, 2013, DHS began automating the admission process. An alien lawfully admitted or paroled into the U.S. is no longer required to be in possession of a preprinted Form I-94. A record of admission printed from the CBP website constitutes a lawful record of admission. See 8 CFR § 1.4(d).

► If an employer, local, state or federal agency requests admission information, present your admission (I-94) number along with any additional required documents requested by that employer or agency.

► Note: For security reasons, we recommend that you close your browser after you have finished retrieving your I-94 number.

For inquiries or questions regarding your I-94, please [click here](#).

[Accessibility](#) | [Privacy Policy](#)

UNITED STATES OF AMERICA

EMPLOYMENT AUTHORIZATION CARD

JONGSMA TATYANA M 07 OCT 1974



07 OCT 1974

Surname

JONGSMA

Given Name

TATYANA M

USCIS#

138-087-376

Category

A18

Card#

SRC1380014624

Country of Birth

Belarus

Terms and Conditions

Nons

Date of Birth

07 OCT 1974

Sex

F

Valid From

01/06/14

Card Expires

01/05/16

NOT VALID FOR REENTRY TO U.S.

UNITED STATES
OF AMERICA



Surname

Given Name

TATYANA MICHAILOVNA

Passport Number

NRCCBPH1

Entries

M

Issue Date
14AUG2014

Annotation

PA: JONGSMA, JOHAN

Control Number

20142022150001

Visa Type /Class

R L2

Birth Date

070CT1974

Expiration Date
01JUL2016

Nationality

NETH

1001

H4316267

PN-GFI SOFTWARE USA INC

P#-EAC-13-196-51252

PED-01JUL2016

VNUSAJONGSMA<<TATYANA<MICHAILOVNA<<<<<<<<<
NRCCCBPH12NLD7410079F1607015L2NSS07NQZ963182

e. passeport

PASPOORT
passport | passeport



KONINKRIJK DER NEDERLANDEN
KINGDOM OF THE NETHERLANDS / ROYAUME DES PAYS-BAS

MODEL 008
1987 series 005

type	code	nationaliteit / nationality / nationalité
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documentnummer / document no. / no. du document

P NLD Nederlandse

NRCCCBPH1

2 naam / surname / nom.

Jongsma

3 voornamen / given names / prénoms

Tatyana Michailovna

5. persoonsnummer / personal no. / identifiant personnel

4 geboortedatum / date of birth / date de naissance

5 persoonsnummer / pers
636465202

07 OKT/OCT 1974

7 geslacht / sex / sexe 8 lengte / height / taille

6. geboorteplaats / place of birth / lieu de naissance

1.65 m

Minsk

MINSK

V/F	1,05 m
10. valid to / date of expiry / date d'expiration	

9 datum verstrekking / date of issue / date

0 0 0 0 0 0 0 0 0 0 0

18 DEC/DEC

18 DEC/

**Burgemeester van
Noordoostpolder**

P<NLDJONGSMA<<TATYANA<MICHAILOVNA<<<<<<<<<
NRCCCBPH12NLD7410079F1812187636465202<<<<42

September 15, 2014

Tanya Jongsma
851 Brightwaters Blvd NE
Saint Petersburg, Florida 33704

Dear Tanya,

I am pleased to confirm your transfer of employment to Internet Integration, Inc., (to be renamed LogicNow, Inc) (the "Company"), a company of the LOGICnow group of companies and wholly owned subsidiary of GFI Software SA, Luxembourg. Please sign and date this letter as your acknowledgement and confirmation of the information provided herein.

Original Date
of Hire:

May 24, 2013

Transfer Date:

October 5, 2014

Position:

Paralegal. In this position, you will be located at the Clearwater, Florida office.

Compensation:

You are compensated at an hourly rate of 30.77 USD (or 40,001.00 USD on an annualized basis) which is paid biweekly and subject to normal deductions and withholdings. In this role you are eligible for overtime pay.

Benefits:

You remain eligible for the following benefit options: medical, dental, vision, flexible spending accounts, employee life insurance, spousal life insurance, short-term and long-term disability insurance, accident and critical illness plans, health coaching, telemedicine, legal plans and pet insurance, unless you declined one or more of these options during the recent January 2014 benefit open enrollment period. If you declined one or more of these benefit options during open enrollment you will become eligible once again effective February 1, 2015, unless you experience a qualifying event which may entitle you to be eligible prior to this date.

You will also be eligible for the 401k plan. The Company may, in its sole discretion, change the benefits and may modify the employee manual at any time and in any manner, but any such changes or modifications will be generally applicable to all similarly situated employees.

IMPORTANT

ALL TRANSFERRING EMPLOYEES ARE REQUIRED TO RE-SIGN THE ATTACHED CONFIDENTIALITY, NON-COMPETE AND OWNERSHIP AGREEMENT, PLEASE READ IT CAREFULLY. YOUR EMPLOYMENT IS

EXPRESSLY CONTINGENT UPON THE SIGNING OF THIS AGREEMENT AND EMPLOYMENT IS ALSO SUBJECT TO ALL THE TERMS OF OUR EMPLOYEE HANDBOOK. THIS TRANSFER OF EMPLOYMENT IS ALSO CONTINGENT UPON YOUR PRESENTATION OF DOCUMENTS RE-VERIFYING YOUR RIGHT TO WORK IN THE UNITED STATES.

While we have every expectation that you will continue to have a long and successful career with us, we must remind you that your employment with the Company is on an "at will" basis, which means that either of us may choose to terminate your employment at any time, with or without cause. Accordingly, nothing in this offer letter should be construed as creating a contract of employment for a specified term.

As of the Transfer Date, your employment with GFI USA, Inc shall be deemed terminated and the employment with the Company contemplated hereunder shall be the only employment relationship between you and any subsidiary of GFI Software SA.

Feel free to contact me to discuss the contents of this letter, as you feel necessary. Then please sign below and return the original to me.

Sincerely,

Stephen P. Heckert
Vice President, Human Resources

Attachment: Confidentiality, Non-Compete, and Ownership Agreement

The undersigned acknowledges the above transfer of employment to LogicNow, Inc, confirms that the information above is true and correct and that the employment offered is "at will" as described above, and that this offer supersedes any and all prior understandings, offers or agreements between the parties, whether oral or written and that there are no other terms express, or implied. The undersigned further acknowledges and agrees that his or her employment at GFI USA, Inc, a North Carolina corporation is terminated as of the Transfer Date and that as of such date, the employment relationship contemplated hereunder shall be the only employment relationship between the undersigned and any subsidiary of GFI Software SA,.

Accepted:



Date of Acknowledgement:

9/17/14
