

Retention Agreement

This Retention Agreement is entered into effective as of 9/30/2016, by and between SolarWinds MSP US, Inc. (formerly known as LogicNow, Inc.), together with its parents, subsidiaries, affiliates and related companies ("the Company") and **Johan Jongsma** (the "Employee").

WHEREAS, the parties wish to continue the employment relationship on the same terms and conditions, except as modified expressly by this Agreement;

WHEREAS, the parties do not wish to modify the at-will nature of their employment relationship or the Employee's obligations undertaken in the Employee Proprietary Information Agreement signed by the Employee on June 3, 2016;

WHEREAS, the Company desires to reward the Employee for quality of work and to incentivize Employee to continue his employment with the Company through the Retention Period;

WHEREAS, the Employee desires to continue his employment with the Company and to be eligible for the Retention Bonus as set forth herein;

NOW THEREFORE, in consideration of their mutual undertakings and promises set forth herein, the parties agree:

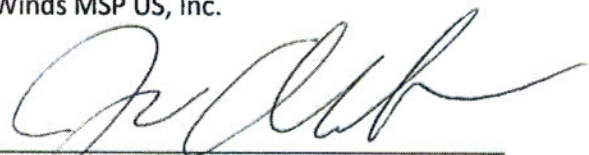
1. **Retention Bonus:** In addition to Employee's current salary, bonus opportunities, or other compensation, the Employee will receive a Retention Bonus:
 - a. In the amount of **US \$41,667**, on the next regularly scheduled pay date following **31 March 2017**, provided that he has continuously been employed in good standing and has worked diligently and competently through the date payment is made.
 - b. In the amount of **US \$83,333**, on the next regularly scheduled pay date following **31 December 2017**, provided that he has continuously been employed in good standing and has worked diligently and competently through the date payment is made.
 - c. These Retention Bonus payments shall be treated as income and will be subject to all applicable deductions and withholdings.
2. **Confidentiality:** Employee agrees to keep the existence of and details surrounding this Agreement confidential and not to disclose any information related to the Agreement except to the Employee's tax or legal advisors and immediate family members.
3. **General:** This Agreement shall be governed by the laws of the State of Texas and shall bind Employee, the Company and all heirs, estates, successors, and assigns. If any term or provision of this Agreement is found to be invalid or unenforceable, the remaining terms and provisions shall continue in full force and effect notwithstanding. Employee further acknowledges and agrees that this Agreement contains the entire agreement between you and the Company as to the Retention Bonus and, in accepting the terms, Employee is not relying on any other oral or written statements between the parties.

[signature page follows]



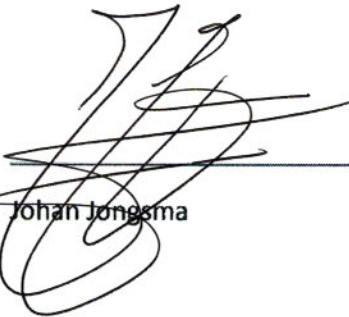
IN WITNESS WHEREOF, the parties hereto have executed this Retention Agreement as of the Effective Date.

SolarWinds MSP US, Inc.

By: 

Name: Jen Alessandra

Title: SVP, Human Resources



Johan Jongema