

Bringing service to life



February 3, 2011

Serco
1825 Commerce Center Blvd.
Fairborn, OH
Greene County, 45324
United States

T 937-678-8150
F 937-678-7320

www.serco-na.com

Thomas F. McMasters
6934 Sylmar Ct.
Huber Heights, OH 45424

Dear Thomas,

It is with pleasure that we offer you a full time exempt position with Serco. Your duties will be those of an Acquisition Management Specialist IV/T10 (Sr. Acquisition Analyst, Labor Category) on the MC/HC 130 task located at Wright Patterson Air Force Base. Mr. John Hix will be your supervisor. Your bi-weekly pay rate will be \$3,807.69, which would be \$99,000.00 annually.

We have great ambitions to build Serco Inc. (North America) into one of the leading management services companies serving the government sector. We call this our *Journey to Excellence (J2E)*. J2E is about making Serco into a great company; a company that customers prefer, peers admire and one that attracts and retains the best people. You'll learn more about this effort in the coming weeks and we are confident that you will make important contributions to help us realize this goal.

Your start date is currently scheduled for Monday, February 7, 2011. Accordingly, we ask that you report to 1825 Commerce Center Blvd., Fairborn, OH 45324, on the morning of your start date at 8:15 am. At that time, we will take your picture for your contractor badge and collect all new hire paperwork. Also, if you wish to have your pay checks direct deposited into your bank account, please bring a copy of a voided check with you on your first day. Your New Hire orientation is scheduled for Wednesday, February 16, 2011 @ 8:15 am to approximately 12:00 pm at our offices in Fairborn. If you have any questions regarding new hire orientation, please contact me at (937) 318-1735.

As part of your orientation, you will be required to establish proof of identity and eligibility to work in the United States through our, electronic Form I-9 process. Prior to your first day of employment, please go to <https://wotc.adp.com/?serco> and follow the instructions to enter the required information (Section I) to prove your eligibility to work in the US. Please be sure to bring original documentation to your orientation to substantiate your eligibility to work in the United States. A list of acceptable documents is provided with this letter. The eligibility requirements are satisfied by providing either one document from "List A", or by providing one document from "List B" and one document from "List C." You will not be permitted to commence employment until these documents have been reviewed and verified by a Serco-NA HR representative to confirm your employment eligibility.

Serco North America, a division of Serco Group plc



PL0100



You have been assigned a "peer" during your first month of employment to help make your transition into Serco both smooth and pleasant. Your designated peer is John Hix. The role of your peer is to be a Point of Contact for any questions you have regarding obtaining resources and to provide you with a tour of the office/project site and insight into how your project fits into the Serco organization. John can be reached at 937-255-2850.

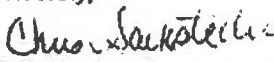
Your hiring is subject to your review and understanding of, and agreement to adhere to, the policies and practices of Serco, and the employment relationship is based on the mutual consent of the employee and Serco. Accordingly, this relationship is at will, and either you or the company can terminate this relationship, with or without cause or advance notice, at any time. Neither this letter nor any other oral or written representations may be considered a contract for any specific period of time.

This position requires a SECRET clearance. Continued employment is based on your ability to obtain and maintain your clearance.

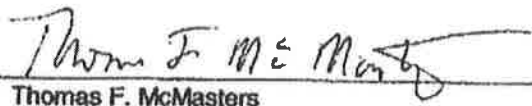
This offer of employment, if not previously accepted by you, will expire seven days from the date of this letter, although additional time for consideration of the offer can be made in appropriate circumstances. If you wish to accept the offer, please sign, date and return this letter via fax (937-878-7920), or email to Catherine Springer by February 4, 2011. The terms and conditions of this offer are to be considered strictly confidential and should not be discussed with others without the consent of Serco.

If there are any matters that need clarification, do not hesitate to contact me. We look forward to having you join us and to a mutually beneficial association.

Sincerely,


Chris Sacksteder
HR Leader

I, Thomas F. McMasters, accept this offer and commit to join Serco as an Acquisition Management Specialist IV/T10 reporting to John Hix.


Thomas F. McMasters

5 Feb 11
Date