

April 30, 2026

Christopher Roy
ctr010@uark.edu
Offer of Employment at Bennett Partners

Dear Christopher,

Thank you for your interest in our firm, Samantha enjoyed meeting you and I'm happy to extend an offer of employment at Bennett Partners.

We are a firm that cares deeply about our community and we work daily to make it a better place. We care about architecture and design and strive to do great work and to train our staff in that discipline. Finally, we care deeply about our staff, their well-being and that of their families.

I am pleased to extend this offer for a position for a **summer Internship** at Bennett Partners in our Fort Worth Studio. This letter will outline the details of the offer being made to you and provides you with information about the nature of your position at Bennett Partners.

The starting hourly wage for your position will be \$18.00 (eighteen dollars) less applicable required taxes and authorized withholdings. Parking will be provided for you in the building's garage in addition to your hourly compensation. We anticipate you working up to 40 hours per week.

Your employment at Bennett Partners will commence on May 11th and we understand that that you are available through August 7th, with the exception of June 15th-19th.

Employment at Bennett Partners is at will. This means that if you accept this offer, your employment with Bennett Partners will be for no specific period and may be terminated by either party at any time. This offer letter does not constitute a contract or guarantee of continued employment with Bennett Partners.

Also note that your employment is contingent on completion of an Application for Employment and a satisfactory background check. In addition, you'll need to present original, unexpired, acceptable forms of documentation that verify your

identity and eligibility to work in the United States.

This letter sets forth the terms of your employment at Bennett Partners and supersedes any prior representations or agreements. This letter may not be modified or amended except by written agreement signed both by you and the firm.

To indicate your acceptance of this offer, please sign and date this letter and return one copy to me for our records.

We are looking forward to you joining our team. Please let me know if you have any questions or need clarification on anything.

Best regards,

A handwritten signature in black ink, appearing to read "Michael J. Bennett", with a stylized flourish at the end.

Michael J. Bennett AIA
Principal and CEO

A handwritten signature in black ink, appearing to read "Christopher T. Roy", written in a cursive style.

Christopher Roy