



December 18, 2002

Mr. John P. Tengstrom
XXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXX

Dear Mr. Tengstrom:

We are pleased to extend to you an offer of employment to join our professional staff at a rate of \$XXXXXXXXX per semi-monthly pay period (XXXXXXXXXX annually). This position reports to Mike Jukoski, in the Engineering Integration & Technologies (EIT) Group ACS Group of ACS - Defense Services. Your position as Scientific Engineer will be located in Washington DC at NIJ.

All full-time and part-time employees participate in the ACS Defense Services Benefits program. This program provides you with a base of benefits at no cost to you: group life insurance, long term disability insurance, business travel insurance (full-time employees only), holidays, vacation and sick time.

Optional benefits, in which you participate in the cost, include: medical, dental, vision, short term disability insurance, optional life insurance, AD&D, dependent life insurance, optional additional long term disability and health and dependent care flexible spending accounts. If you are interested in the ACS Medical Plans with General American please refer to the enclosed letter "Notice of the ACS Medical Plan Pre-existing Condition Limitation." For additional information please refer to the benefits brochure.

In compliance with the Immigration Reform and Control Act of 1986, this offer is contingent upon your ability to produce the necessary proof of identity and employment eligibility.

Your position may require that you obtain a security clearance. If you do not promptly obtain the required level of clearance or if your clearance is revoked, your employment with ACS may be terminated.

This offer of employment is contingent upon the satisfactory results of your reference check. Please note that employment offered by ACS is not an offer of continued employment for a definite period, that is, either ACS or you may terminate employment at any time with or without notice, for any reason or no reason.

We would appreciate your written response by Thursday, December 19, 2002 with a start date of no later than Monday, January 6, 2003. Please call Milton Hardy at 703-916-9556 if you have any questions. Please fax your signed acceptance and voluntary survey, if you chose to complete it, to 703-333-6482.

Upon receipt of your acceptance, the Human Resources department will mail additional information to you concerning our benefits enrollment, orientation, and new hire paperwork to be completed.

All of us at ACS look forward to a mutually beneficial future.

Sincerely,

Milton Hardy
Senior Technical Recruiter
ACS, Defense Services

OFFEREE'S RESPONSE:

I have carefully read and fully comprehend the specific conditions of this offer cited above and Accept ____ Reject ____ the offer of employment contained herein.

Signed _____ Acceptance Date _____
Start Date _____