

MARKS, O'NEILL, O'BRIEN,
DOHERTY & KELLY, P.C.

www.moodklaw.com

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Colleen D. O'Neill-Green
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January 17, 2019

Via Email

Kristiana C. Zuccarini
9 Hayes Hill Drive
Fort Salonga NY 11768
kristianazuccarini@gmail.com

Dear Kristiana:

It is with great pleasure that Marks, O'Neill, O'Brien, Doherty & Kelly, P.C. ("Marks O'Neill") offers you the position of Associate Attorney in our New York City office. You will be reporting to partner John Hopwood, and your start date is scheduled for February 4, 2019.

We are offering you a base salary of \$90,000 per year. This is a full-time, permanent position and not eligible for overtime pay. Your next performance review will take place in January, 2020.

You will be eligible for health, dental, vision, life, and disability insurance coverage on the first day of the month following the first full month you are employed. Eligibility for the 401(k) plan will be on the first anniversary of your employment.

We recognize that you retain the option, as does Marks, O'Neill, O'Brien, Doherty & Kelly, P.C., of ending your employment at any time, with or without notice and with or without cause. As such, your employment with the firm is at will, and neither this letter nor any other oral or written representations may be considered a contract. This job offer is contingent upon completion of a satisfactory background check.

Please indicate your acceptance of our offer by signing below and returning one copy of the letter, with your original signature at your earliest convenience. If you have any questions about this offer, please contact me. Once you formally accept the job offer, please complete the background check through the link attached to the email. If you have any questions about this offer, please contact me.

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Pittsburgh
Pennsylvania

Cherry Hill
New Jersey

New York
New York

Westchester County
New York

Wilmington
Delaware

Towson
Maryland

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We look forward to having you as part of our team and believe you will find this opportunity both challenging and rewarding.

Best regards,

**MARKS, O'NEILL, O'BRIEN,
DOHERTY & KELLY, P.C.**

Colleen O'Neill-Green

Colleen D. O'Neill-Green

CDG/cdg

I have read and understood the provisions of this offer of employment, and I accept the above conditional job offer. I understand that my employment with Marks, O'Neill, O'Brien, Doherty & Kelly, P.C. is considered at will, meaning that either the firm or I may terminate this employment relationship at any time with or without cause or notice.

Date: 01/18/2019

Signature: Kristiana C. Zuccarin
Kristiana C. Zuccarin