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June 19, 2009

Dr. Jonathan D. Farley
P.O. Box 206
6865 Fourth Section Road
Brockport, NY 14420

Dear Dr. Farley:

Congratulations! I am pleased to formally invite you to join the staff at Pacific Northwest National Laboratory (PNNL), in Richland, WA. PNNL is operated by Battelle for the U.S. Department of Energy (DOE).

Battelle performs research for the DOE as well as a variety of other agencies to deliver breakthrough science and technology to meet today's key national needs. To meet this mission, we:

- Provide unique facilities, scientific equipment, and world-renowned scientists and engineers to strengthen U.S. scientific foundations for fundamental research and innovation.
- Prevent and counter acts of terrorism through applied research in information analysis, cyber security, and the non-proliferation of weapons of mass destruction.
- Increase U.S. energy capacity and reduce dependence on imported oil through the research of hydrogen and biomass-based fuels.
- Reduce the effects of energy generation and use on the environment.

If you accept this offer, you will be joining a dedicated team of over 4,000 staff members who, every day, ensure that Battelle is on the cutting edge of science and technology in these domains.

On behalf of Paul Whitney, Manager of our Computational Mathematics Group within the Computational Sciences & Mathematics Division, Fundamental & Computational Sciences Directorate, I would like to extend an offer of employment to you as a Senior Mathematical Scientist (Level IV), at an initial salary of \$9,166.66 per month (\$110,000 annually).

As a PNNL staff member, you will be eligible to participate in the generous Battelle Benefits Program. Attachment A to this letter is a part of this employment offer and provides more details about employee benefits, relocation, and other items of interest to you.

Please note that verbal agreements for relocation benefits or other benefits beyond those outlined in Attachment A of your offer letter will not be reimbursed unless written and approved by the assigned Human Resources Manager for your Directorate.

As a result of our work for DOE and other government agencies, Battelle requires the following:

- Some positions with Battelle require a physical examination to ensure the incumbent's ability to safely perform the essential job functions. You may be required to undergo a physical examination if, at any time during your employment, you are assigned to a position that requires a physical examination.
- If this position or any subsequent position you may occupy with Battelle requires, as a result of the nature of the position, or as a result of reasonable suspicion, either mandatory or random drug and/or alcohol test(s), you understand that your continued employment may be contingent upon successful completion of such test(s).
- If any subsequent position you may occupy with Battelle requires a government security clearance, you understand that your continued employment may be contingent upon successful approval of such clearance by the relevant government agency.

Battelle is required by the Immigration Reform and Control Act of 1986 to verify your eligibility for employment in the United States immediately upon reporting to work. Please refer to Attachment A, Authorization to Work Section, to find lists of acceptable documents that verify your legal right to work in the United States. Please review these lists so that you will have time to acquire the appropriate document(s) prior to starting your employment with Battelle. If you cannot provide the required documents within three (3) business days of your start date, the aforementioned Act requires us to terminate your employment until such documents can be produced.

At the time you are placed on our payroll, you will be required to sign several documents, including the Intellectual Property Disclosure Agreement that is enclosed for your review only. The Intellectual Property Disclosure Agreement includes a page on which you should describe any inventions, patents, and/or copyrightable materials you may have that are exempt from the terms of this agreement. If applicable, please complete and bring the third page with you to New Hire Orientation, but do not complete any other parts of this agreement prior to orientation. Please call me if you have any questions regarding this document.

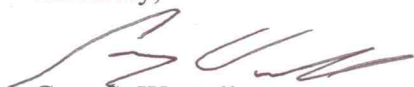
Battelle is an employment-at-will employer. Either you or Battelle may terminate the employment relationship at any time, with or without cause. In the event a dispute arises from the employment relationship, the parties agree that the law of the State of Washington shall apply (unless federal law otherwise applies), and that the forum state for any dispute will be the State of Washington.

Pacific Northwest

If you choose to accept this offer, please sign and return this letter, including Attachment A, on or before **June 29, 2009**. You may keep a copy of this letter for your records. We will contact you to discuss a start date upon receipt of this signed offer letter and after all appropriate approvals are in place. If you have any questions or concerns, please contact me at (509) 372-4721.

We sincerely hope you will choose to join us as we advance the frontiers of energy, environmental, and national security science and technology, and we genuinely look forward to the pleasure of welcoming you as a Battelle employee.

Sincerely,



Gary S. Worrell
Senior Technical Recruiter
Fundamental & Computational Sciences Directorate

GSW:kmk

Cc: Paul Whitney

ACCEPTED: _____
Jonathan D. Farley

DATE: _____

Enclosures: Copy of Offer Letter
Attachment A
Intellectual Property Disclosure Agreement
Outside Activities Form
Benefits Information

