

Post Office Box 1920
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Tempe, AZ 85282-1896 U.S.A.
(602) 366-2000
FAX (602) 966-7339



May 09, 2000

Mr. Earl Herr

Dear Earl:

We are pleased to extend an offer of employment to you as a Sr. Automation Analyst with MicroAge Technology Services, Inc. You will be reporting to Andrew Campanella, Director Server Support and your employment start date is scheduled to be 05/15/00. Your starting salary will be \$5083.33 per month, paid on a semi-monthly basis (the 15th day of the month and the last day of the month). Your first paycheck will be on 05/31/00. Your employment status is full-time, regular. You will be eligible to receive the standard MicroAge benefits package on 9/01/00, which is the first day of the month following ninety (90) days of employment. You must enroll within 30 days of your date of hire.

As you are aware, this offer is made prior to you completing a drug screening test and your employment with MicroAge is conditioned upon the Company being satisfied with the results of the test. In your new hire packet, you will find a "Forensic Drug Testing Custody and Control Form" for SmithKline Beecham. Please call (800) 877-7484 to request a location that is convenient for you. When calling, please be sure to request a collection site that is a SmithKline Beecham Service Center. **This test must be completed within 24 hours of your verbal offer.** This offer is also contingent upon work references and a background check acceptable to the company.

Additional, necessary paperwork will need to be completed on or before your start date. The Immigration Reform and Control Act requires you to present documents which will prove your legal right to work in the United States. These documents can be brought with you on your first day with MicroAge. For all employees that will be driving our vehicle(s), or their own while conducting company business, we require proof of auto insurance (a copy of your insurance declaration page) and a current motor vehicle report from the DMV.

MicroAge is an "at will" employer. All offers of wages and benefits are contingent upon your continued employment with the Company, and in no way is this offer to be considered an employment contract for a specified period of time.

Please sign this letter below and return it to me, as your statement of acceptance, by May 10, 2000.

In closing, let me congratulate you once more and express how much we are looking forward to having you as a valued member of the MicroAge team.

Sincerely,

A handwritten signature in cursive script that reads "Barbara Mendivil Hoks".

Barbara Mendivil Hoks
Director Human Resources

A handwritten signature in cursive script, likely reading "Earl Herr", written over a horizontal line.

Acceptance Signature

A handwritten date "5-10-00" written over a horizontal line.

Date