



August 11, 2020

Muhammad Shafique,
[REDACTED]

Dear Muhammad,

This letter is to confirm our offer to you [REDACTED] with **DTE Electric Company**. We would like to extend the offer to you at an amount of [REDACTED] per **HOUR**, reporting to [REDACTED]. Your effective start date would be **September 14, 2020**.

Your employment is contingent upon your fulfillment of the following conditions:

- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

This is an exciting time for DTE Energy. We look forward to having you join our Company to help us maintain our position as a leader in the energy industry. We are confident that you will find your position challenging and that you will make a positive contribution to our organization.

How to respond to this offer:

Once you have reviewed this offer, click either 'ACCEPT' or 'DECLINE' to indicate your response. Should you have any questions, do not hesitate to contact me via email by clicking the "Contact Recruiter" button.

[REDACTED]

Sincerely,

[REDACTED]