

Open Source Ecology

909 SW Willow Rd
Maysville, MO 64469
August 11, 2025

To: Aunnalee

Subject: Offer for Enterprise Track – OSE Apprenticeship

Dear Aunnalee,

We are excited to invite you to join the Enterprise Track of the OSE Apprenticeship Program. Your initiative, demonstrated build skills, and entrepreneurial mindset make you an excellent fit for this track, which is designed to combine technical mastery with enterprise creation skills. Here, you will learn how to learn at an accelerated pace, develop leadership in real-world production teams, and gain the ability to design and build just about anything — skills that will serve you for life.

The tuition is serious — but so is the commitment and the skill set you will gain, making this a truly valuable proposition. We believe in your success and are prepared to ensure that the program is cash-flow positive for you from day one. That means a minimum of \$1,000/month take-home after paying tuition. If early wages don't yet support that, we simply postpone part of your tuition, to be paid later when your earnings increase. This keeps you focused on building your skills, not worrying about making ends meet.

Our commitment to you goes beyond training: upon successful completion of the 4-year apprenticeship — during which you will have built dozens of houses and led real projects — we extend the offer to hire you at \$95,000/year to run build crews of 24.

Program Overview

- Track: Enterprise Track
- Duration: 24 months in this plan (two 12-month cycles, each with a \$20,070 tuition target)
- On-Site Days (Program Months): 3 per week total, including 2 work-study days and 1 in-class build day
- Remote Days: one 6-hour class day/week from home
- Summer/Vacation: 5 workdays/week available for increased earnings

We expect you to start at \$14/hour and advance steadily as you demonstrate skills, reaching \$25/hour by Month 6. This is realistic given your experience, our training environment, and your drive to learn. In fact, we can test your competency in building modules during your first week — meaning that if your skills are already proven, the \$14 starting rate will not apply and your pay will begin at a higher level right away. This pay schedule reflects Year 1 only — as your skill set grows to a professional level of productivity, you would be paid accordingly, up to \$35/hour for production work, and more than this when you begin managing teams.

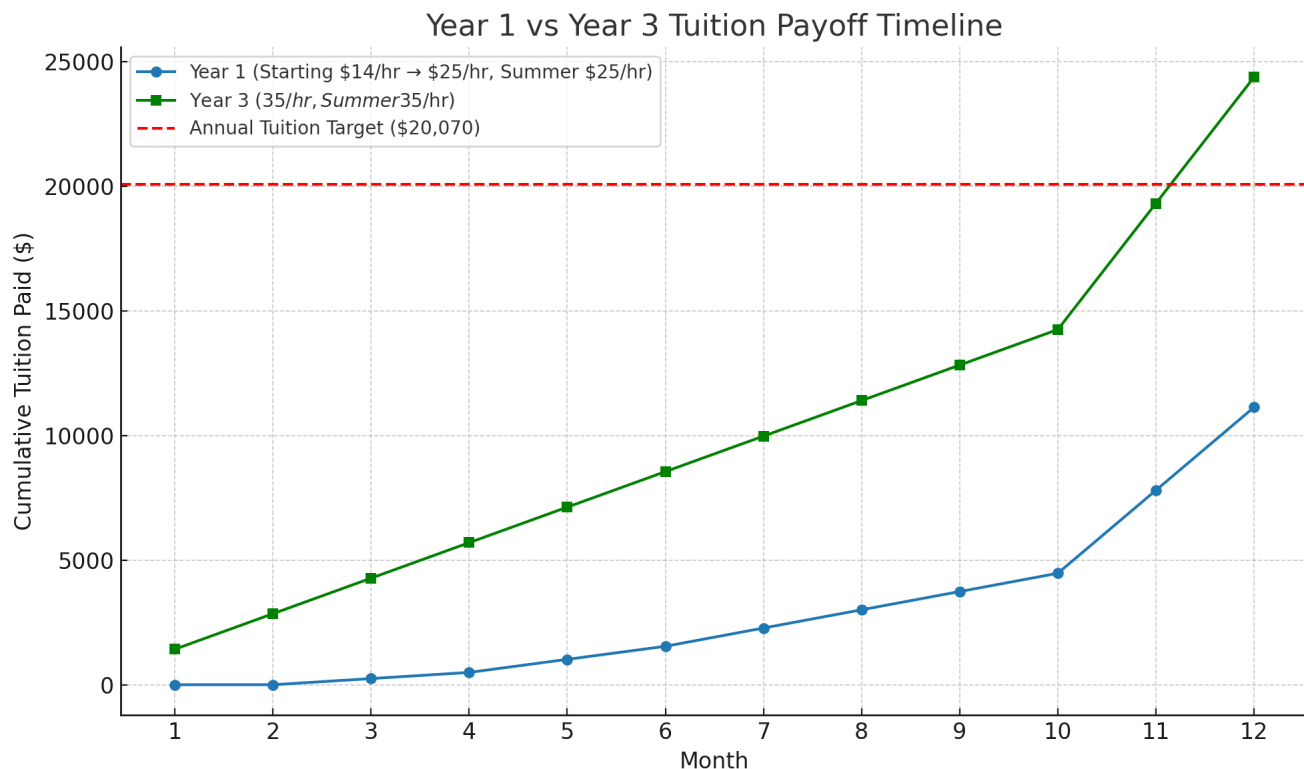
Month	Rate	Hours	Gross	Net Goal	Tuition Paid	Cumulative Tuition Paid
1	14	69.28	969.92	1000	0.0	0.0
2	14	69.28	969.92	1000	0.0	0.0
3	18	69.28	1247.04	1000	247.04	247.04
4	18	69.28	1247.04	1000	247.04	494.08
5	22	69.28	1524.16	1000	524.16	1018.24
6	22	69.28	1524.16	1000	524.16	1542.4
7	25	69.28	1732.0	1000	732.0	2274.4
8	25	69.28	1732.0	1000	732.0	3006.4
9	25	69.28	1732.0	1000	732.0	3738.4
10	25	69.28	1732.0	1000	732.0	4470.4
11	25	173.2	4330.0	1000	3330.0	7800.4
12	25	173.2	4330.0	1000	3330.0	11130.4

Looking Ahead

The above reflects a scenario for Year 1. That is only the beginning. After your first year, you are likely to begin leading small teams — which can significantly increase your pay. Our commitment to you is that we continue to collaborate on your skill development, so that your pay — even in the 2 days of work per week — can cover tuition.

For example, here is a predicted Year 3 schedule at \$35/hour with 2 days/week (69.28 hours/month) of program work, and 5 days/week (173.2 hours/month) in the summer months:

Month	Rate	Hours	Gross	Net Goal	Tuition Paid	Cumulative Tuition Paid
1	35	69.28	2424.8	1000	1424.8	1424.8
2	35	69.28	2424.8	1000	1424.8	2849.6
3	35	69.28	2424.8	1000	1424.8	4274.4
4	35	69.28	2424.8	1000	1424.8	5699.2
5	35	69.28	2424.8	1000	1424.8	7124.0
6	35	69.28	2424.8	1000	1424.8	8548.8
7	35	69.28	2424.8	1000	1424.8	9973.6
8	35	69.28	2424.8	1000	1424.8	11398.4
9	35	69.28	2424.8	1000	1424.8	12823.2
10	35	69.28	2424.8	1000	1424.8	14248.0
11	35	173.2	6062.0	1000	5062.0	19310.0
12	35	173.2	6062.0	1000	5062.0	24372.0



At this rate, tuition payments exceed \$1,400/month during the program months and jump to over \$5,000/month in the summer, allowing the \$20,070 tuition target to be met in less than a year while still taking home \$1,000/month.

By the end of the 4-year apprenticeship, you will be prepared to lead full crews of 24 people, and we will offer you \$95,000/year to run OSE build crews as a construction manager.

Next Steps

If you accept, please confirm by [date] so we can reserve your place in the Enterprise Track and set your wage growth plan in motion. We look forward to helping you develop mastery in building, leadership, and enterprise — and to seeing your skills turn into meaningful earnings and opportunity.

Sincerely,

Marcin Jakubowski, Ph.D.
 Director
 Open Source Ecology