3/18/2019

<1000238>

RE: Greater Comfort Employment offer

<1000239>

<1000242>. <1000241>,

Thank you for your interest in joining Greater Comfort Team! Per our conversation, I have provided this letter for clarification on your job description and duties. As discussed, your primary duties initially will be in the field as a Service Technician. This will include the performance of service calls and customer service. <1000243>

We are offering the following benefits for your compensation package. As requested, you will be paid at a rate of $<1000244> per hour, plus overtime after 40 hours per week.

If you sell any preventative maintenance agreements, installation projects @<1000245>% Gross profit or greater or any service work you will receive a <1000246>% percent commission with no cap.

You receive 2 days of sick time per calendar year as discussed in our employee handbook and <1000247> weeks of vacation as discussed in the employee handbook as well. Vacation is accrued weekly, I have no problem with you taking any vacation you have previously scheduled. You are eligible for $<1000248> of life insurance and Long-Term Disability paid for and provided by Greater Comfort after your initial 90-day probationary period, as well as eligibility for the Medical, Dental, Vision and Aflac policies. Thank you for your time and interest in Greater Comfort. We look forward to a long-lasting partnership!

Sincerely,

Olivia Orso

Director of Operations