

Conditional Offer Letter

Dear Ann Molinaro,

Contingent upon satisfactory completion of the items identified below, High Density Poly Enterprises, Inc. ("HDPE") is pleased to offer you the Full-Time position of Accounts Payable Specialist on the terms identified below.

The starting salary offered for this position is \$24.00/hr., to be paid in accordance with HDPE's usual payroll practices. You will be eligible to accrue 3.08 hours vacation each pay period upon completion of 90 day standard waiting period up to 80 hours per the modified vacation schedule below:

<u>Years of Service</u>	<u>Vacation Benefits</u>	<u>Accrual</u>
90 days - 5 full years	2 weeks' vacation (10 days)	3.08 hrs. per pay period
5th Year Anniversary+	3 weeks' vacation (15 days)	4.62 hrs. per pay period

You will also be entitled to participate in all other employee and leave benefits as provided to similarly situated employees of HDPE and as provided in HDPE's written policies.

Your start date with HDPE will be 5/22/2023 . This offer will expire at 5:00 pm on 5/19/2023.

You will devote all necessary working time required by your position, devote all commercially reasonable efforts, skills and energies to promote and advance the business and interests of HDPE, and comply in all material respects with HDPE's written policies and procedures.

Please note that your employment with the Company is for no specified period, and constitutes "at will" employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Company is free to terminate its employment relationship with you at any time, with or without cause.

No representations made to you at any time before entering into this agreement changes the nature of your at-will employment with HDPE. Any change in your at-will status must occur through a writing signed by HDPE's CFO and yourself.

This offer is contingent upon the following:

- Satisfactory completion of Form I-9, Employment Eligibility Verification on your first day of employment by providing the documentation required under United States law to verify your present eligibility to lawfully work in the United States;
- Passing a pre-employment drug/alcohol screening;
- Passing a pre-employment physical;
- Successful completion of HDPE's background screening process; and
- Signing and returning the enclosed Restrictive Covenant Agreement.

If any of the above is completed with an unacceptable result, we will be unable to continue our offer of employment. In addition, HDPE reserves the right to rescind this offer of employment at any time before you begin working for HDPE.

Prior to your first day of employment, you will be provided with additional information about the objectives and policies, benefit programs, and general employment conditions.

We are pleased to have you join the HDPE team! If you have any questions, please do not hesitate to contact us at 863/670/4730. We look forward to working with you in the future, and hope you will find your employment at HDPE a rewarding experience.

I agree to the terms set forth above.

Print: Ann Molinao
Sign: [Signature]
Date: 5.17.2023

Enclosure: Restrictive Covenant Agreement