



70 Ready Avenue NW / Fort Walton Beach, FL 32548
850.244.7293/ Fax 850.664.5349 / www.totalpartsplus.com

July 24, 2020

Shane Bolding
shane.b.engineer@gmail.com

Dear Shane:

On behalf of Total Parts Plus (TPP), we are pleased to offer you the position of Component Engineering Technician reporting to Mitchell Engley. We trust your knowledge, skills and experience will be among our most valuable assets.

Should you accept this job offer, per company policy you will be eligible to receive the following beginning on your hire date.

- Starting Base Rate: \$16.00 per hour to be paid in biweekly installments. Rate to be reviewed after 90-days.
- This assignment is non-exempt for overtime purposes.
- Benefits: Standard benefits provided for all regular full-time employees. Health, dental, vision, life and disability insurance - Effective the first day of the month after hire
- 401(k) retirement after 90 days of employment
- Education assistance after 180 days of employment
- PTO - 13 Paid leave days per year accumulated at the rate of 4 hours per pay period
- Holidays – 10 paid holidays per year

We ask that you complete the Employee Confidential Information and Inventions Agreement (the "Confidentiality Agreement") prior to commencing employment. In part, the Agreement requires that an employee refrain from using or disclosing the Company's Confidential Information (as defined in the Confidentiality Agreement) in any manner, which might be detrimental to, or in conflict with the business interests of TPP, or its employees. This includes discussion offers of employment and salary amounts.

This agreement does not prevent a former employee from using his or her general knowledge and experience, no matter when or how gained, in any new field or position.

This letter represents a formal statement concerning the terms of your proposed employment and constitute a formal offer of employment to you. As such, these documents supersede and merge any earlier proposal or prior arrangement, whether oral or written, between you and TPP, and

any other communications between you and the company regarding your employment. The terms of this offer may only be changed by written agreement, although the Company may from time to time, in its sole discretion, adjust the compensation and benefits paid to you and its other employees.

In addition, this offer is conditioned upon your confirmation that there are no non-competition agreements or other contracts between you and any other party that would restrict or impair your right or ability to accept employment with or to work for TPP, and that your acceptance of our offer will not violate any obligation you have to any former employer or any other party not to disclose or use confidential or proprietary information.

Under Florida State law, employees have the right to terminate their employment at any time with or without cause or notice, and TPP reserves for itself an equal right. TPP's policy is to conduct performance evaluation after the 90-day probationary period.

You must be able to provide employment eligibility verification on the first day of your employment.

By signing this offer of employment letter below, you acknowledge that your employment will be on an at-will basis. Neither you nor the company has entered into a length of employment contract.

Shane, we look forward to a long lasting and mutually beneficial relationship and are confident your abilities will play a key role here at TPP. Please feel free to contact me if you have any questions.

Sincerely,

Cathy Iler
President TPP
850-244-7293

Accept Job Offer

By signing and dating this letter below, I, Shane Bolding, accept this job offer for Component Engineering Technician made by TPP Inc.

Signature: Shane Bolding Date: 7/24/20

Shane Bolding
Proposed Start Date: 7/27/20