

24 May 2017

Personal & Confidential

Jason Whelan
38 Frontenac Avenue
Mount Pearl, Newfoundland
A1N4V9

Dear Jason,

I am pleased to offer you the position of Part-Time Merchandiser located in Mount Pearl, Newfoundland with Coca-Cola Refreshments Canada (CCRC), starting tentatively on 06/06/2017.

This letter confirms the terms and conditions regarding our offer of employment. A summary is provided below.

Rate of Pay

You will receive \$14.00 CAD per hour effective on your start date less applicable taxes and any other applicable deductions. The Company requires all new employees be set up on direct deposit for their biweekly pay.

You will be eligible for your first salary review in March, 2018. Subsequent reviews and future salary changes will be administered in accordance with the salary administration program in effect at the Company.

Benefits

You acknowledge and agree that you shall not be entitled to and shall not receive any of the other benefits which may be made available by CCRC to various other employees.

Vacation

As a term employee, you will not be entitled to paid vacation. However, you will receive 4% vacation pay.

Business Mileage and Driver's Abstract

You will be reimbursed for business mileage driven with your vehicle in the course of performing your job, at the current rate, in accordance with the Company policy.

This offer is subject to the submission of a valid Driver's Abstract which meets the criteria of Company standards. If the Company deems the abstract as unacceptable, employment may cease between you and the Company. Throughout the course of your employment with the Company, a driver record/abstract of your driver license may also be reviewed at minimum twice annually.

You must obtain and maintain that you have minimum automobile liability insurance or as legislated in the Province that the vehicle is registered. You are also required to notify your insurer that you are operating your personal vehicle for business use on an ongoing basis.

At any time the Company may request that you provide documentation from an insurer and/or broker indicating same. Failure to maintain such coverage is against policy and the Company may suspend or cease your employment until such time that this has been provided.

Probationary Period

Your employment with the Company will be probationary for the period of three (3) months commencing on your start date. The Company reserves the right to terminate your employment without cause at any time during your probationary period without advance notice or pay-in-lieu thereof.

Rules and Regulations

You must comply with all rules and regulations of CCRC as such are generally applicable to employees of the Company, including without limitation the Company's *Code of Business Conduct*. CCRC reserves the right to revoke, amend or introduce rules or regulations as may be necessary from time to time and you agree to observe such new rules and regulations.

Confidentiality

All information which you obtain in the course of your employment shall be held by you as trustee for CCRC.

You will keep secret all information relating to the business, products, processes, know-how, trade secrets, inventions, developments and equipment used, developed or sold by CCRC or any of its customers or any person, firm or corporation with whom CCRC has business relations.

Upon leaving the employ of CCRC you will promptly deliver to CCRC any and all data, manuals, notes, records, plans or other documents held by you concerning such business, products, processes, know-how, trade secrets, inventions, developments and equipment and you will continue to keep secret all information described in the preceding paragraph.

You shall not disclose any secret or confidential information, or any information which in good faith and good conscience ought to be treated as confidential, of which you become aware in the course of your employment relating to CCRC, its employees or customers.

You will not, except in the proper course of your duties, divulge to any person whosoever and will use your best endeavours to prevent unauthorized publication or disclosure of any trade secret, manufacturing process or confidential information concerning the Company and related companies or the finances of the Company and related companies or any of their respective dealings, transactions or affairs which may come to your knowledge during or in the course of your employment.

The foregoing obligations regarding confidentiality and trade secrets shall continue beyond the termination of your employment with CCRC.

Termination

You are not entitled to any notice of termination of your employment or salary in lieu of notice where your employment is terminated for any breach of this agreement and any other cause deemed sufficient in law or in any other circumstances in which no notice or salary in lieu thereof is required by law.

You acknowledge and agree that during the Term you may be terminated at any time without cause upon being given two (2) calendar week's notice in writing, or by being paid salary in lieu of such notice. You are not entitled to any other notice or pay in lieu of notice in the event your contract is terminated or expires and is not renewed.

Should you resign from your employment you are not entitled to any payment, other than for time worked prior to such resignation, and shall give CCRC at least two (2) calendar week's prior notice of such resignation in writing.

Offer Acceptance and Contingency

This offer is conditional upon your accepting the terms and conditions stated above and signing the Company's standard Employment Agreement form, Discrimination and Harassment in the Workplace Policy, the Code of Business Conduct (CCBC) and other standard employment documentation applicable to your position that will be provided to you on or before your start date.

As a condition of employment, Coca-Cola Refreshments Canada requires applicants to undergo a background verification process, which may include: criminal background verification, credit check, education and employment verification, driver's abstract verification depending on your role with the Company. As such, if Coca-Cola Refreshments Canada, in its sole discretion, determines that the results of the background verification process are not satisfactory, this contingent offer of employment may be revoked. Coca-Cola Refreshments Canada has no control over, and shall have no liability whatsoever with respect to the length of time required to receive the results of the background verification. We

recommend that you not take any action in reliance of this contingent offer until we advise you that all conditions have been met.

You must comply with all the rules and regulations generally applicable to the employees of the Company. The Company reserves the right to revoke, amend, or introduce new rules and regulations as necessary in the future.

By accepting this offer of employment, you also agree to accept and abide by all other applicable Company and related Company policies as amended or adopted from time to time. Participation in the Company programs and the programs themselves can be altered and terminated at any time.

Please note that the compensation, benefit, pension and other programs described in this letter are the Company's current programs and that the Company reserves the right to amend or terminate the programs in the future.

Coca-Cola Refreshments has accommodation policies in place and provides reasonable accommodations for employees with disabilities. If you require a specific accommodation because of disability or medical need, you should advise your Manager and submit the request via email at here@coca-cola.com or by calling 1-888-818-HeRe (4373).

Would you please indicate your acceptance of the above mentioned terms and conditions by signing and returning a copy of this letter to me along with the attached completed forms by **May 26th, 2017** after which this offer will be null and void.

Jason, we look forward to having you join the team at Coca-Cola Refreshments Canada. It is our most sincere hope that you will find the many challenges of your new position rewarding.

Yours truly,

Bill Evans
Merchandising Supervisor

I certify that the information I have provided to Coca-Cola Refreshments Canada (including my resume and/or application form) is complete and accurate in every respect. I understand that Coca-Cola Refreshments Canada may, in its sole discretion, revoke this conditional offer of employment or subsequently dismiss me for cause, should they discover that I have made a false statement or an omission of facts during the application process.

I ACKNOWLEDGE & AGREE to the terms outlined above:

Signature

Date (MM/DD/YYYY)