

6/18/24, 2:07 PM

MXT3 Mail - Legal Analysis Consultation



Ryan Wagner <ryan@mxt3.com>

Legal Analysis Consultation

Andrew Dansicker <adansicker@dansickerlaw.com>

Tue, Jun 18, 2024 at 12:00 AM

To: Andrew Dansicker <adansicker@dansickerlaw.com>, Ryan Dillon-Capps <ryan@mxt3.com>

Ryan,

I started reviewing your paperwork, and frankly, with the death in my family and a national conference next week, I just don't have the time and ability to focus on assisting you with such a complicated and time-consuming matter. The fact that you've been served with papers for a tro and injunction is not something that I can handle at this time.

I refunded your fee, and I wish you the best of luck moving forward.

Andrew

Law Office of Andrew M. Dansicker, LLC
11350 McCormick Road
Executive Plaza II, Suite 705
Hunt Valley, Maryland 21031
(410) 771-5668
(443) 927-7390 (fax)
dansickerlaw.com

Focusing on Maryland Employment Law Issues

From: Andrew Dansicker <amdansicker@hotmail.com> on behalf of Andrew Dansicker
<adansicker@dansickerlaw.com>

Sent: Monday, June 17, 2024 9:47 AM

To: Andrew Dansicker <adansicker@dansickerlaw.com>; Ryan Dillon-Capps <ryan@mxt3.com>

Subject: Re: Legal Analysis Consultation

[Quoted text hidden]



RYAN WAGNER
VICE PRESIDENT OF INFORMATION TECHNOLOGY
COMPENSATION ADDENDUM
7/6/2022

Base Salary: \$124,120.00 / per year

Monthly Bonus: Up to \$1,000.00 / per month if monthly financial and operational goals are met. *(Plan and dollar amounts subject to change at any time)*

Annual Bonus: Up to \$6,000.00, based on meeting KPI's and operational goals of the company. The amount is at the discretion of the company.

Phone/Internet Reimbursement: Up to \$150.00 / per month

Benefits:

- Company benefits as described in the associate handbook.
- Health club membership.
- Participatory 401K plan based on plan requirements.
- Conventions and professional education-on agreed upon basis.
- Approved business expense reimbursements for club promotion.

Start Date: Your first day of this agreement is 7/6/2022

AGREED UPON BY:

Ryan Wagner

Associate: Print Name

Ryan Wagner

Ryan Wagner (Jul 20, 2022 12:00 EDT)

Associate: Signature

Glenn Norris

Supervisor Signature

Date

Jul 20, 2022

Date

Jul 20, 2022

Date



RYAN WAGNER
VICE PRESIDENT OF INFORMATION TECHNOLOGY
COMPENSATION ADDENDUM
7/6/2023

Base Pay: \$136,532 / Year (\$5,688.83 / Pay Period)

Monthly Bonus: Up to \$1,100.00 / Month paid as a percentage based on KPI score.
(Plan and dollar amounts subject to change at any time)

Annual Bonus: Up to \$12,000 based on meeting KPI's and operational goals of the company. The amount is at the discretion of the company.

Phone / Internet Reimbursement: Up to \$150.00 / Month. Reimbursement request must be made via reimbursement portal with receipt.

Benefits:

- Company benefits as described in the associate handbook.
- Health club membership.
- Participatory 401K plan based on plan requirements.
- Conventions and professional education-on agreed upon basis.
- Approved business expense reimbursements.

Start Date: Your first day of this agreement is 7/6/2023.

AGREED UPON BY:

Ryan Wagner

Associate: Print Name

Ryan Wagner

Ryan Wagner (Jul 26, 2023 18:02 EDT)

Associate: Signature

Glenn Norris

Glenn Norris (Jul 26, 2023 17:50 EDT)

Supervisor

Jul 26, 2023

Date

Jul 26, 2023

Date

Jul 26, 2023

Date


000 Wagner, Ryan VP of IT 7-6-2023 - Comp Addendum


Final Audit Report


2023-07-26


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 Signer ryan.wagner@ohanagp.com entered name at signing as Ryan Wagner
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 Agreement completed.
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