

24 May 2024

Delivered Via: Email,

Sufiyan Shaikh

May 24, 2024

Dear Sufiyan

Further to our recent discussions, I am pleased to offer you employment with Powerline Plus Ltd. (**"Powerline"**) as Drafter If you accept employment with Powerline under the terms of this offer, your employment will begin on May 31 2024.

Your duties will be determined by Powerline from time to time and will include (job description attached).

Your work location will be 28 Underwriters Road and your hours of work will be 7:30-4:30 totaling 42.5 hours per week minus 30 minutes for meal breaks.

Powerline reserves the right to transfer you to a comparable position at another location, or to change your hours of work, in accordance with its business needs.

Your wage will be an annual salary of \$50,000.00, payable on a weekly basis by direct deposit, less applicable statutory deductions and withholdings.

You will be eligible for participation in Powerline's benefits plan after three (3) months in accordance with the terms of that plan. Powerline reserves the right to amend or discontinue its benefits plan at any time.

Your accrual of vacation time and vacation pay, and the timing of your vacations, will be in accordance with the *Employment Standards Act, 2000* (**"ESA"**).

You will at all times comply with all Powerline policies and procedures, which may be amended by the Company from time to time. This includes but is not limited to those set out in Powerline's Rules, Policies & Procedures Handbook.

The first three months of your employment is probationary. Prior to the completion of this probationary period, Powerline may terminate your employment, for any reason, with or without cause, in which case you will only receive your wages and vacation pay accrued to the date of termination. Powerline will not be required to provide you with any notice of termination or pay or benefits in lieu of such notice.

Powerline may terminate your employment at any time for just cause, without prior written notice or compensation of any kind except accrued wages and any minimum payments or other entitlements required in the circumstances by the ESA.

Powerline may terminate your employment at any time, without just cause, upon providing you with only the minimum amounts required by the ESA for notice or pay in lieu of notice, plus one additional week of pay, less applicable statutory deductions and withholdings, and any other minimum payments or entitlements that are required by the ESA, including severance pay (if applicable). Powerline will continue to make any applicable benefit plan contributions to maintain your benefits for such time as required by the ESA. This provision shall survive any and all changes to your employment (including promotions) and shall apply notwithstanding your length of service.

You may resign from your employment by providing Powerline with two weeks' prior written notice. You are required to continue to provide active service during your resignation notice period, unless Powerline waives the requirement for active employment, either in whole or in part. Upon the effective date of resignation, you will not be entitled to any compensation or damages except for unpaid earned compensation and unpaid accrued vacation pay.

Powerline reserves the right to place you on a temporary unpaid layoff in accordance with the provisions of the ESA.

To confirm your acceptance of these terms of employment, sign a copy of this letter where indicated below and return the signed copy to me. If a signed copy of this offer letter is not returned to me by Tuesday May 28, 2024, this offer will expire.

Please Note: Powerline Plus Ltd., reserves the right to rescind this offer without any further notice or obligation prior to the completion of Powerline Plus orientation, which is scheduled for May 31, 2024.

Yours truly,



Sasha Sood

Human Resources Manager

I have read and understood this offer of employment and I accept employment with Powerline on the terms of this offer. I acknowledge that Powerline has provided me with a reasonable opportunity to obtain independent legal advice regarding this offer.

Sufiyan Shaikh