



15 June 2020

## Offer of Employment

Dear Jared Powell,

We are pleased to offer you employment as a Sales Development Representative for E Customer Care, LLC (the "Company"), subject to the conditions outlined below. Your compensation will start at \$12/hr plus commission. The hourly wage and commission structure can be seen below. You will begin working on Wednesday, June 17, 2020.

	Commissions
Recurring Service for Current Customer	3.0%
Recurring Service for Non-Customer	10.0%
Multi-year Services	\$5
EFT Services	\$5
Commission % applies to 1 <sup>st</sup> -year agreement value of completed services.	

As a Sales Development Representative, you will work predominantly with our customer base as we seek to provide them with additional services.

Your assigned schedule will be determined by your manager.

Your employment with the Company is "at-will", which means that either you or the Company may terminate the employment relationship at any time, with or without cause, and with or without advance notice. Additionally, your first 90 days are a probationary period.

This offer of employment and compensation is conditional and contingent upon the following provisions:

- (1) You will be required to provide documentary evidence of your eligibility for employment in the United States, complete a background check, and a drug screening within three business days of hire.
- (2) You will be required to sign a Restrictive Covenants Agreement and comply with the obligations therein.
- (3) You will be required to comply with all Company policies and guidelines as set forth by the Company from time to time.

The compensation and benefits outlined in this offer letter have been calculated and based in part upon and are in consideration for your agreement to not disclose or improperly use proprietary and





confidential information provided by the Company, not solicit Company employees or customers, and not to compete with the Company pursuant to the provisions of the Restrictive Covenants Agreement, the terms of which are incorporated by reference to this agreement.

There are no other oral or written agreements, understandings, discussions, or negotiations regarding your employment and no one else is authorized to make any other agreements. Any future modifications or changes in your employment must be in writing and signed by you and an officer or manager of the Company on behalf of the Company.

If you agree to the terms outlined above, please sign this letter and return it to me, retaining a copy for your records. We look forward to you joining our team!

Sincerely,

Collin Walch  
Director of Inside Sales  
E Customer Care, LLC

AGREED AND ACCEPTED:

\_\_\_\_\_  
Employee Signature *Jared Powell*

\_\_\_\_\_  
06/17/2020  
Date

