

ggaf solutions

Dear **Stephen Schwartz**,

We are delighted to extend this offer of employment for the position of **Sr. Software DEVELOPER**, with Freedom BPO and Contact Center, S. de R.L. de C.V., under the below terms and conditions:

Position: Your title will be **Sr. Software Developer**.

Starting Date: **Monday, December 09, 2019.**

Cash Compensation:

90 days Probation Period: The Company will pay you a starting daily salary at the rate of \$2,000 payable in accordance with the Company's standard payroll schedule, beginning Friday, December 20th., 2019.

Gross Salary: \$14,000 pesos a week

Total: \$14,000 (less taxes and social security).

Work Hours: This is a full-time position requiring 48 hours per week, 5 days a week, from **Monday to Friday**.

Job Description duties and work activities Attached to this, you will find the job description for this position.

Employee Benefits As a regular employee of the Company, you will be eligible to receive all the legal and discretionary benefits such as:

- 2.5% de Fonda de Ahorro.
- 15 days of Christmas Bonus, prorated based on first year of employment.
- 6 days of vacation during the first year of work.
- 25% of vacation prime.
- Infonavit, Fonacot, Imss.
- Caja de Ahorro
- Fonda de Defunci6n.

After Probation period concludes, you will be entitled to receive the following benefits:

- Life Insurance \$100,000 pesos
- One week of salary guaranteed as Profit Sharing or prorated part in May 2020.

Relocation Expenses.- Company will provide you with one-way airplane tickets (Cancun-Tijuana) and \$18,000 pesos for accommodation and guarantee letter for house leasing.

Employment Relationship: Employment with the Company will be extended according to Federal Labor Law on **Monday, December 09, 2019**. You may indicate your agreement with these terms and accept this offer by signing and dating this agreement **on Tuesday, December 3, 2019**. Upon your acceptance of this employment offer, GGAF Solutions will provide you with the necessary paperwork and instructions.

Sincerely,



Victor Manuel



Stephen Schwartz