



Breguetlaan 28-30 1438 BC Oude Meer The Netherlands

8th August, 2018

Heng Sokom
Borey New World (Camko1), Oknha Mong Reththy St. (1928)
PhnomPenh
PH
12251

Dear Heng Sokom

CONFIRMATION OF EMPLOYMENT

(GLS) Parcel Service Company is pleased to offer you employment on the following terms:

1. Position. Your initial title will be IT Jobs/Program Manager and you will initially report to **Mrs. Sam Charline Evett**. This is a Full-time/Part time position. While you render services to the Company, you will not engage in any activity that would create a conflict of interest with the Company, that is to say you will have to complete the tasks or project before getting involved in any other tasks or project. By signing this letter agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

2. DUTIES & RESPONSIBILITY:

Regular exposure to business stakeholders and executive management, as well as the authority and scope to apply your expertise to many interesting technical problems.

Candidate must have a strong understanding of UI, cross-browser compatibility, general web functions and standards.

The position requires constant communication with colleagues.

Experience in planning and delivering software platforms used across multiple products and organizational units.

Deep expertise and hands on experience with Web Applications and programming languages such as HTML, CSS, JavaScript, JQuery and API's.

Deep functional knowledge or hands on design experience with Web Services (REST, SOAP, etc ..) is needed to be successful in this position.

Strong grasp of security principles and how they apply to E-Commerce applications.

Develop graphics for product illustrations, logos, and websites

Select colors, images, text style, and layout

Present the design to clients or the art director

Incorporate changes recommended by the clients into the final design

Review designs for errors before printing or publishing them

3. Cash Compensation. The Company will pay you a starting salary at the rate of \$37.95 per hour, payable in accordance with the Company's standard insurance schedule. You will be receiving your salary either via check / direct deposit .

4. Employee Benefits. As a regular employee of the Company, you will be eligible to participate in a number of Company-sponsored benefits. In addition, you will be entitled to Medical, Dental & Vision Insurance, Life and Long-Term Disability Insurance, Paid Time Off, Tax-Deferred Annuity 403 (b) 401 (k) , Tuition Assistance, Comprehensive In-House Training Program, Employee Assistance Program, Relocation Allowance (for some positions), Sign-On Bonus and paid vacation in accordance with the Company's vacation policy, as in effect from time to time.

5. Stock Options. Subject to the approval of the Company's Board of Directors or its Compensation Committee, you will be granted an option to purchase 2 shares of the Company's common stock (Option). The exercise price per share of the Option will be determined by the Board of Directors or the Compensation Committee when the Option is granted. The Option will be subject to the terms and conditions applicable to options granted under the Company's 2016 Stock Plan (the "Plan"), as described in the Plan and the applicable Stock Option Agreement. You will vest in 25% of the Option shares after 12 months of continuous service, and the balance will vest in equal monthly installments over the next 36 months of continuous service, as described in the applicable Stock Option Agreement.

6. Employment Relationship. Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

7. Tax Matters. (a) Withholding. All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law. (b) Tax Advice. You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the

Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities, and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

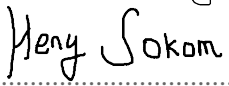
8. Interpretation, Amendment and Enforcement. This letter agreement is the complete agreement between you and the Company, contain all of the terms of your employment with the Company and supersede any prior agreements, representations or understandings (whether written, oral or implied) between you and the Company. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company. The terms of this letter agreement and the resolution of any disputes as to the meaning, effect, performance or validity of this letter agreement or arising out of, related to, or in any way connected with, this letter agreement, your employment with the Company or any other relationship between you and the Company (the "Disputes") will be governed by the law, excluding laws relating to conflicts or choice of law. You and the Company submit to the exclusive personal jurisdiction of the federal and state courts located in any country in connection with any Dispute or any claim related to any Dispute.

To accept this offer of employment please return a signed and dated copy of this letter to me by 9th August, 2018. Call or Whatsapp : +1 (972) 528-9925

Yours sincerely,
Thurston Connor Joseph
Chief Human Resources Officer
Human Resources & Administration Division
General Logistics Systems (GLS) Parcel Service

I, **Heng Sokom** have read and understood this letter and accept the offer of employment from "(GLS) Parcel Service Company" on the terms and conditions set out in the letter.

Thus done and signed at ^{Borey New World,} ^{Oknha Mong Reithy St. 1928} ^{Phnom Penh} on this, the 8th day of August 2018


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Employee

NOTE: This is just a notification, You are now a worker of General Logistics Systems (GLS) Parcel Service. Be inform, You will be getting other paper work a HR document during your orientation and training from your supervisor, you are to fill, sign and send back to us. The company will paid 90% of your working materials and software's and you will be responsible for 10% of the working materials and software's.

PLEASE KEEP A COPY OF THIS LETTER FOR YOUR RECORDS AND SEND ONE COPY TO ME
FOR COMPANY RECORDS