

September 09, 2021

Employee:

We are very excited to offer you the following position of Lot Porter at Chula Vista Automotive and are looking forward to having you join our team.

- **Company:** Chula Vista Ford
- **Position:** Sales Internet Director
- **Pay Rate:** Pay plan.
- **Start Date:** September 13, 2021
- **Location:** At our location in Chula Vista, CA
- **Supervisor:** Kamran Syed

This offer is contingent on the following:

- Completion of your background check. We are awaiting the results from a few agencies and references and while we do not expect any problems or concerns, should we receive any unfavorable results, we reserve the right to immediately end our employment relationship.
- Proof of eligibility to work in the U.S. by completing and providing proof of eligibility for the I-9 Form upon signing all employment policies and procedures acknowledgement forms.

It is our goal for you to find the responsibilities in the Chula Vista Automotive environment both stimulating and rewarding. We believe you will play an important role in our future growth. This Employment Offer sets forth the terms and conditions of your employment with Chula Vista Automotive. By signing this letter, you will be agreeing to these terms.

Terms of Employment:

Employment with the company is at the mutual agreement of the employee and Chula Vista Automotive. Conditions of employment include the company's policies and procedures, which are described in the Employee Handbook. You will be provided with a copy of the handbook to acknowledge your agreement to these policies and procedures. Your position, job duties, reporting structure, compensation, and benefits as well as company policies are subject to change during your employment. While employed with Chula Vista Automotive, you may not be employed with a competitor or any job that the company sees as a conflict of interest.

California is an "at will" state and as such your employment with Chula Vista Automotive is "at will." This means you may quit at any time with or without prior notice and Chula Vista Automotive may terminate your employment at any time with or without prior notice and with or without cause. There is no promise your employment will continue for a fixed period, nor is there any assurance that your employment will be terminated only under specific circumstances. Furthermore, the terms of your employment may be altered at any time by Chula Vista Automotive, with or without cause and with or without prior notice. No one other than the President of Chula Vista Automotive has the authority to change your "at will" status, and any agreement to change your "at will" status must be in writing, must be signed by the President of Chula Vista Automotive, and must express a clear and unambiguous intent to alter the "at will" nature of your employment.

Agreement Supersedes Prior Representations:

This agreement represents the entire agreement between Chula Vista Automotive and you regarding your employment and supersedes any and all written and oral representations with respect to your employment by Chula Vista Automotive.

We are excited about offering you this position with the Chula Vista Automotive team. If the above offer

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