

\$ 3,269,233
52 / 170,000,000

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EMPLOYMENT AGREEMENT

EMPLOYMENT AGREEMENT, BETWEEN [REDACTED], INC. (THE "COMPANY") AND
[REDACTED] (THE "EMPLOYEE").

FOR GOOD AND VALUABLE CONSIDERATION, THE COMPANY EMPLOYS THE EMPLOYEE ON
THE FOLLOWING TERMS AND CONDITIONS:

1. TERM OF EMPLOYMENT: SUBJECT TO THE PROVISIONS FOR TERMINATION SET FORTH BELOW, THIS
AGREEMENT WILL BEGIN ON MARCH 17TH, 2014, UNLESS SOONER TERMINATED, AND WILL BE A FULL TIME
POSITION, AS PROVIDED FOR IN THE COMPANY HANDBOOK.

2. COMPENSATION:

BASE SALARY: 1ST YEAR - \$170,000 ANNUAL PLUS PERFORMANCE BONUS OF UP TO \$20K. BONUS WILL BE
EVALUATED BASED ON PROGRESS AND SUCCESS OF THE BELOW (OUTLINED IN #3 - DUTIES AND POSITION).

PROFIT SHARING:

- A. EFFECTIVE AS OF JANUARY 1, 2015, IN YEAR 2 OF EMPLOYMENT, EMPLOYEE SHALL BE PAID AN
AMOUNT EQUAL TO FIVE-PERCENT (5%) OF THE NET INCOME, PROVIDED ONLY THAT SUCH NET
INCOME IS AT LEAST \$250,000. "NET INCOME" SHALL BE DEFINED AS THE NET INCOME
GENERATED BY THE VISUAL GRAPHICS DEPARTMENT ONLY AND BASED UPON AN ACCRUAL BASIS OF
ACCOUNTING INCLUSIVE OF ACCOUNTS RECEIVABLE AS ASSESSED BY THE COMPANY'S ACCOUNTANT
AT EACH QUARTER-END.
- B. SUCH PROFIT SHARE SHALL BE PAID TO EMPLOYEE WITHIN SIXTY (60) DAYS FROM THE QUARTER-
END TO PROVIDE SUFFICIENT TIME FOR COMPANY'S REVIEW, EVALUATION AND APPROVAL.
- C. AS A PREREQUISITE TO THIS PROFIT SHARING PROVISION, EMPLOYEE MUST HAVE MET AND/OR
EXCEEDED THE BELOW DUTIES / GOALS (LINE ITEM #3) (EX: IF NET PROFIT EQUALS 300K, THERE
WOULD BE A TOTAL OF 15K IN PROFIT SHARING, DIVIDED AND PAID OVER 4 QUARTERS.
- D. THE COMPANY RESERVES THE UNILATERAL RIGHT TO MODIFY AGREEMENT AS NECESSARY TO
MAINTAIN PROFITABILITY AND GROWTH UPON TWO (2) WEEKS WRITTEN NOTICE TO EMPLOYEE.

PRE-APPROVED ENTERTAINMENT WILL BE PAID, PROVIDED THAT SUCH EVENTS, PROMOTIONS, ETC. ARE SIGNED
OFF BY THE COMPANY

EXPENSES WILL BE PAID FROM SUBMISSION WITH APPROPRIATE RECEIPTS AND PROPER DOCUMENTATION

PAID TIME OFF (PTO) EQUIVALENT TO 20 PAID DAYS FOR YEAR (INCLUDES VACATION, SICK AND PERSONAL DAYS)

PAID HOLIDAYS AS PER THE COMPANY HANDBOOK

OXFORD HEALTH INSURANCE AVAILABLE AFTER 90 DAYS OF START OF EMPLOYMENT (EMPLOYER
CONTRIBUTION AS PER INSURANCE / COMPANY PARTICIPATION SHEET)

3. DUTIES AND POSITION: THE COMPANY HIRES THE EMPLOYEE IN THE CAPACITY OF VP OF VISUAL GRAPHICS,
THE EMPLOYEE'S DUTIES MAY BE REASONABLY MODIFIED AT THE COMPANY'S DISCRETION FROM TIME TO TIME.

- + MAKE ALL EXECUTIVE DECISIONS FOR THE VISUAL GRAPHICS DIVISION.
- + RESPONSIBLE FOR P+L's, STRATEGY + GROWTH.
- + INCREASE EFFICIENCY, IMPROVE / INCREASE VENDOR RELATIONSHIPS FOR OVERFLOW AND WORK NOT
FACILITATED IN-HOUSE.
- + BRING IN DIGITAL SIGNAGE CAPABILITIES. CROSS TRAIN TEAM AS NEEDED.