

Employment Agreement

This Agreement is made on the date [__.__.2019]

Between:

(1) **CROWD INC** whose registered office is [110 East Broward Blvd, Suite 1200, Fort Lauderdale, Florida, 33301, USA] [**EIN 36-4741356**]("the Company"); and

(2) **[YOUR NAME _____]** (the "Employee"),
an individual with his main address at:
[FULL ADDRESS] _____
[PHONE NUMBER] _____

WHEREAS the Employer desires to obtain the benefit of the services of the Employee, and the Employee desires to render such services on the terms and conditions set forth. IN CONSIDERATION of the promises and other good and valuable consideration, (the sufficiency and receipt of which are hereby acknowledged) the parties agree as follows:

1. Employment.

The Employee agrees that he will at all times faithfully, industriously, and to the best of his skill, ability, experience and talents, perform all of the duties required of his position. In carrying out these duties and responsibilities, the Employee shall comply with all Employer policies, procedures, rules and regulations, both written and oral, as are announced by the Employer from time to time. It is also understood and agreed to by the Employee that his assignment, duties and responsibilities and reporting arrangements may be changed by the Employer in its sole discretion without causing termination of this agreement.

2. Position Title.

As a Quality Inspector, the Employee is required to perform the following duties and undertake the following responsibilities in a professional manner.

- (a) Receive incoming shipments of merchandise;
- (b) Pick up merchandise from local vendors and carriers;
- (c) Initial inspections of merchandise;
- (d) Photograph the Items/orders (Send the Pictures of Items to your Manager with your comments about each item);
- (e) Prepare merchandise for shipment;
- (f) Verify and keep records on incoming and outgoing;
- (g) React immediately to all notifications (email's, phone calls or text message);
- (h) Keep records concerning these transactions;
- (i) Other duties as may arise from time to time and as may be assigned to the employee.

3. Compensation.

- (a) As full compensation for all services provided the employee shall be paid at the rate of \$2500. Such salary shall be earned monthly basis and arrears less applicable statutory deductions.
- (b) The employee shall be paid \$25 for every completed order/monthly.
- (c) The salary mentioned in paragraph (I)(a) shall be review on a monthly basis.
- (d) All reasonable expenses arising out of employment shall be reimbursed assuming same have been authorized prior to being incurred and with the provision of appropriate receipts.

4. Vacation.

The Employee shall be entitled to vacations in the amount of 3 weeks per annum.

5. Confidentiality of Proprietary Information.

Employee agrees, during or after the term of this employment, not to reveal confidential information, or trade secrets to any person, firm, corporation, or entity. Should Employee reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining the Employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against the Employee for a breach or threatened breach of this condition, including the recovery of damages from the Employee.

6. Probation Period.

It is understood and agreed that the first thirty days of employment shall constitute a probationary period during which period the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.

7. Performance Reviews.

The Employee will be provided with a written performance appraisal at least once per year and said appraisal will be reviewed at which time all aspects of the assessment can be fully discussed.

8. Employee to Devote Part Time to Company.

The Employee will devote part time, 25 hours a week, attention, and energies to the business of the Company, and, during this employment, will be allowed to engage in other business activities without prejudice to the main activity.

9. Reimbursement of Expenses.

The Employee may incur reasonable expenses for furthering the Company's business, including expenses for entertainment, travel, and similar items. The Company shall reimburse Employee for all business expenses after the Employee presents an itemized account of expenditures, pursuant to Company policy.

10. Entire Agreement.

This agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

11. Termination of Agreement.

Without cause, the Company may terminate this agreement at any time upon 14 days' written notice to the Employee. If the Company requests, the Employee will continue to perform duties and may be paid regular salary up to the date of termination. In addition, the Employee shall not receive severance allowance. Without cause, the Employee may terminate employment upon 14 days written notice to the Company. Employee may be required to perform [his/ her] duties and will be paid the regular salary to date of termination but shall not receive severance allowance.

Starting the date of resignation notice sent Employees address is no more active in the system, no new orders can be placed by clients. Each order placed before the date of the resignation must be processed as usual. No order can be canceled or rerouted. If Employee refuses to perform the duties for any reason (found a new job, moved etc.) - each shipment lost or stolen becomes Employees responsibility.

12. Settlement by Arbitration.

Any claim or controversy that arises out of or relates to this agreement, or the breach of it, shall be settled by arbitration in accordance with the rules of the American Arbitration Association. Judgment upon the award rendered may be entered in any court with jurisdiction.

13. Limited Effect of Waiver by Company.

Should Company waive breach of any provision of this agreement by the Employee, that waiver will not operate or be construed as a waiver of further breach by the Employee.

14. Severability.

The parties hereto agree that in the event any article or part thereof of this agreement is held to be unenforceable or invalid then said article or part shall be struck and all remaining provision shall remain in full force and effect.

IN WITNESS WHEREOF the Employer has caused this agreement to be executed by its duly authorized officers and the Employee has set his hand as of the date first above written. The parties hereto agree that facsimile signatures shall be as effective as if originals.

**This Company is an equal opportunity employer. All qualified applicants will be considered without regard to age, race, color, sex, religion, national origin, marital status, ancestry, citizenship, veteran status, sexual orientation or preference, or disability.*


SIGNED, SEALED AND DELIVERED in the presence of:

[Name of Employee]

[Signature of Employee]

James Lewis, HR Manager

[Name of Employer Rep]



[Signature of Employer Rep]

