

EMPLOYMENT AGREEMENT

This Employment Agreement (this "Agreement") is made effective as of March 1st 2020 between the following parties:

Anything & Everything Shipping ("Company"), of 20 Parkside Close, London, England, SE20 7HQ

and _____ ("employee"),

your full name

of _____

your street address

_____, _____, _____.

city

state

zip code

A. Company is engaged in the business of shipping insurance services. Employee will primarily perform the job duties at the following location: home-based; above-mentioned address.

B. Company desires to have the services of employee.

C. Employee is an at will employee of Company. Either party is able to terminate the employment agreement at any time with 7 days notice and completion of all undergoing tasks.

Therefore, the parties agree as follows:

1. EMPLOYMENT. Company shall employ employee as a shipping insurance executive. Employee shall provide to Company the following services: receiving / inspecting / shipping of correspondence (letters and parcels); maintain permanent contact with supervisor via phone and email; trace lost correspondence. Employee accepts and agrees to such employment, and agrees to be subject to the general supervision, advice and direction of Company and Company's supervisory personnel.

2. BEST EFFORTS OF EMPLOYEE. Employee agrees to perform faithfully, industriously, and to the best of employee's ability, experience, and talents, all of the duties that may be required by the express and implicit terms of this Agreement, to the reasonable satisfaction of Company. Such duties shall be provided at such place(s) as the needs, business, or opportunities of Company may require from time to time.

3. COMPENSATION OF EMPLOYEE. As compensation for the services provided by employee under this Agreement, Company will pay employee a weekly salary in

amount of \$520 payable weekly (each Friday), except for the first salary which is paid upon probation period completion (see paragraph 3.1 of the Agreement).

3.1 PROBATION PERIOD. It is understood and agreed that the first 21 (twenty one) business days of employment shall constitute a fully paid probationary period during which Company, in its absolute discretion, may terminate Employee's employment. Compensation for the probationary period shall be paid in amount of \$2,100. The start date is the day Employee inspects his/her first package.

4. BONUS PAYMENTS. In addition to the payments under the preceding paragraph, Company will make bonus payment to employee in amount of \$500 per month for forwarding correspondence without any delays. This bonus will be paid monthly on the salary payday.

5. EXPENSE REIMBURSEMENT. Company will reimburse employee for the following "out of pocket" expenses in accordance with Company policies in effect from time to time:

- resealing expenses;
- gas expenses (for the pickup tasks);

6. RECOMMENDATIONS FOR IMPROVING OPERATIONS. Employee shall provide Company with all information, suggestions and recommendations regarding Company's business of which employee has knowledge, that will be of benefit to Company.

7. CONFIDENTIALITY. Employee recognizes that Company has and will have information regarding the following:

- lists of customers;
- costs;
- client's personal information and other vital information items (collectively, "Information") which are valuable, special and unique assets of Company. Employee agrees that employee will not at any time or in any manner, either directly or indirectly, divulge, disclose, or communicate any Information to any third party without the prior written consent of Company. Employee will protect the Information and treat it as strictly confidential. A violation by employee of this paragraph shall be a material violation of this Agreement and will justify legal and/or equitable relief.

8. EMPLOYEE'S INABILITY TO CONTRACT FOR EMPLOYER. Employee shall not have the right to make any contracts or commitments for or on behalf of Company without first obtaining the express written consent of Company.

9. TERM/TERMINATION. Employee's employment under this Agreement shall be for an unspecified term on an "at will" basis. This Agreement may be terminated by Company upon 7 days written notice, and by employee upon 7 days written notice. During above-referenced 7 days employee shall complete all tasks (forward all packages according to Company's instructions). If employee is in violation of this Agreement, Company may terminate employment without notice and with compensation to employee only to the date of such termination. The compensation paid under this Agreement shall be employee's exclusive remedy.

10. TERMINATION FOR DISABILITY. Company shall have the option to terminate this Agreement, if employee becomes permanently disabled and is no longer able to perform the essential functions of the position with reasonable accommodation. Company shall exercise this option by giving 30 days written notice to employee.

11. COMPLIANCE WITH EMPLOYER'S RULES. Employee agrees to comply with all of the rules and regulations of Company.

12. RETURN OF PROPERTY. Upon termination of this Agreement, employee shall deliver to Company all property which is Company's property or related to Company's business (including parcels, records, notes, data, memoranda, models, and equipment) that is in employee's possession or under employee's control. Such obligation shall be governed by any separate confidentiality or proprietary rights agreement signed by employee.

13. NOTICES. All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered digitally addressed as follows:

Employer:
m.axelsson@anyshipeveryship.com
Mikaela Axelsson
Human Resources Manager

Employee:

your email here

Such addresses may be changed from time to time by either party by providing written notice in the manner set forth above.

14. ENTIRE AGREEMENT. This Agreement contains the entire agreement of the parties and there are no other promises or conditions in any other agreement whether oral or written. This Agreement supersedes any prior written or oral agreements between the parties.

15. AMENDMENT. This Agreement may be modified or amended, if the amendment is made in writing and is signed by both parties.

16. SEVERABILITY. If any provisions of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

17. WAIVER OF CONTRACTUAL RIGHT. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

18. SIGNATORIES. This Agreement shall be signed by Jamar Akeem Christian, Company Director on behalf of ANYTHING & EVERYTHING SHIPPING and by _____ in individual capacity.

your full name

Jamar Akeem Christian

Jamar A. Christian

03/01/2020

your full name, signature and date

This Agreement is effective as of the date first above written.