



**14th July, 2021**

**EMPLOYMENT OFFER LETTER**

**Dear Anaida Garcia,**

**Grifols is pleased to offer you employment on the following terms:**

**1. Position:** Your initial title will be (Customer Service Representative) and you will initially report to Mr. Peters Henshaw. This is a full-time position. While you render services to the Company, you can still be engaged in any other employment, consulting or other business activity that wouldn't create any conflict of interest with the Company. By signing this letter of 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. Cash Compensation:** The Company will pay you a starting salary at the rate of \$35 per hour and \$15 per hour during training, payable in accordance with the Company's standard payroll schedule. You will be receiving your salary either via check or direct deposit.

**3. Employee Benefits:** As a regular employee of the Company, you will be eligible to participate in a few Company-sponsored benefits. In addition, you will be entitled to paid vacation in accordance with the Company's vacation policy, as in effect from time to time.

**4. Employment Relationship: Employment with the Company is for no specific period. 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 Any contrary representations that may have been made to you are superseded by this letter of agreement.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).**

**5. Taxes: 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. 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.**

**6. Interpretation Amendment and Enforcement: This letter of agreement is the complete agreement between you and the Company, contain all 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 of 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 of 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 USA 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 USA in connection with any Dispute or any claim related to any Dispute.**

**We hope that you will accept our offer to join the company. You may indicate your agreement with these terms and accept this offer by signing and dating the agreement letter and returning them to me. This offers, if not accepted, will expire at the close of business on 07/16/2021. As required by law, your employment with the company is contingent upon**

**your providing legal proof of any of your ID card and authorization to work in the United States e.g. driver license.**

**I have read and accept this offer:**

**Employee Full Name** \_\_\_\_\_

**Employee Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

A handwritten signature in black ink, appearing to be a stylized name, possibly 'J. L.', written over a horizontal line.

**Human Resources and Development Group General Mgr. (HCM/HR)**

**Grifols Healthcare.**