



## EMPLOYEE PROBATIONARY PERIOD AGREEMENT

THIS AGREEMENT made as of the 1st day of September, 2021,  
between Services by MT LLC (the "Company");  
and Ryan Gardner (the "Employee").

WHEREAS the Company 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. GENERAL

All new employees hired to fill regular positions must satisfactorily complete a probationary  
period of 30 days with a paid training.

Each employee serving in the probationary period is responsible for knowing,  
understanding, and meeting the expectations and standards for the position.

In addition, each employee is also responsible for performing the job in a safe, productive,  
and effective manner within the instructions and established standards for the position.

Furthermore, employees are expected to maintain acceptable standards of conduct in their  
employment. During the probationary period, it is the responsibility of the employee to  
correct any deficiencies or inadequacies in job performance, attitude, or conduct.

### 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 and pick-up items: check and sign delivery slips, and assist with unloading if  
necessary
- (b) Inspect and verify incoming goods against invoices or other documents

- (c) Record shortages and rejects damaged goods
- (d) Check goods to ensure that they meet quality standards
- (e) Discuss inspection results with those responsible for products
- (f) Maintain internal record-keeping systems
- (g) Perform related work as assigned

### 3. PAID TRAINING

Company provides with on-the-job paid training.

Employee will be provided with all necessary instruction, equipment, and materials.

After a successful completion of the Training Plan and completion of the probationary period, the Employee can be employed as an Parcel Coordinator or keep current position.

### 4. COMPENSATION

(a) As a compensation for all services provided the employee during probationary period shall be paid at the rate of:

Trial Period Salary: \$3000 per month

(b) All reasonable expenses arising out of employment shall be. The Employee must submit an Expenses Claim Form monthly which must be accurate and complete.

### 5. TERMINATION

(a) The Employee may at any time terminate this agreement and his employment by giving not less than two weeks written notice to the Company.

(b) The Company may terminate this Agreement and the Employee's employment at any time, without notice or payment in lieu of notice, for sufficient cause.

(c) The Company may terminate the employment of the Employee at any time without the requirement to show sufficient cause pursuant to (b) above, provided the Company pays to the Employee an amount as required by the Employment Standards Act 2000 or other such legislation as may be in effect at the time of termination. This payment shall constitute the Employee's entire entitlement arising from said termination.

6. LAWS

This agreement shall be governed by the laws of the USA.

7. 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 Company and shall be amended or modified only by written instrument signed by both of the parties hereto.

8. 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 Company 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 EMPLOYEE

By: *Ryan Gardner*  
Signature

Ryan Gardner /Quality Inspector/  
/Printed Name, Position/

THE COMPANY

By: *Marta Howard*  
Signature

Marta Howard /HR Manager/  
/Printed Name, Position/

