

EMPLOYMENT AGREEMENT

BETWEEN:

YVETTE FLUNGE

(hereinafter called "Employee"), an individual with the main address at:

1749 GLEBE CREEK WAY ODENTON MD 21113

AND:

QUALITY ALTERNATIVES CO. dba alternativequality.com (hereinafter called Company"),
Registered under #2583549 on 1/19/1996 in Wilmington, DE,
a corporation with its head office located at:
3411 SILVERSIDE Rd STE 115, Wilmington, DE, 19810

DATE: 10 / 28 / 2021

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 Platform Product Manager, 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. Conduct visual inspection of received shipments.

- D. Provide signing into Online Dashboard at least once on a daily basis.
- E. Update shipment status within Dashboard.
- F. Monitor tracking information of the shipment once added as the assignment.
- G. Other duties as may arise from time to time and as may be assigned to the employee.

3. Requirements

- A. The Employee will devote at least 10 hours a week, an appropriate amount of attention, and energies to the business of the Company.
- B. There is no restriction for additional employment or business activities if such employment or activity does not compete with the Company's business directly.
- C. It is solely the Employee's responsibility to inform the Employer on daily availability which is made by **at least one sign-in per day** to the online assignment management system, i.e. Dashboard.
- D. The dashboard web-address is provided by the Employer over email upon completing the hiring process.
- E. If the Employee misses one daily sign-in to the Dashboard without appropriate cause communicated to the Employer, the Employer will stop assigning tasks which may lead to the termination of this agreement.
- F. The Employee guarantees that the shipping address provided at the moment of recruitment will not change without prior notice. Such a notice - in case of moving to a new address, leaving the city or state, and/or traveling - must be made at least 10 business days before the date the Employee becomes unavailable at the original address.
- G. If the Employee does not apply a sufficient amount of efforts to prevent unplanned address change, and consequently the assignments being shipped are under the risk of loss or damage due to unavailability of the recipient, i.e. the Employee at the original address, these circumstances may lead to the agreement termination.

4. Compensation

- (a) As full compensation for all services provided the employee shall be paid at the rate of \$1,500 per month plus \$50 per each completed assignment. Such payments shall be subject to such normal statutory deductions by the Employer.
- (b) Monthly bonus payments at the rate of \$500 are considered and included if the Employee represents exemplary performance
- (c) The salary mentioned in paragraph (I)(a) shall be reviewed on an annual 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.

5. Vacation

The Employee shall be entitled to vacations in the amount of 4 weeks per annum.

6. Benefits

The Employer shall at its expense provide the Employee with the Health Plan that is

7. 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.

8. 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.

9. 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 Employer.
- (b) The Employer 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 Employer may terminate the employment of the Employee at any time without the requirement to show sufficient cause pursuant to (b) above, provided the Employer 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 employees entire entitlement arising from said termination.
- (d) At the time of termination the Employee agrees to return any property of the Employer to the Company in full accordance with received instructions from the Employee.

10. Non-Competition

- (1) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of the Company.
- (2) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 6 month period immediately preceding the employee's termination.

11. Laws

This agreement shall be governed by the laws of the state of Company incorporation or as of business address if other options are not negotiated with the Employee.

12. Independent Legal Advice

The Employee acknowledges that the Employer has provided the Employee with a reasonable opportunity to obtain independent legal advice with respect to this agreement, and that either:

_____ advised the Employee of the opportunity to obtain independent legal advice prior to executing this agreement,

12. 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.

13. 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.

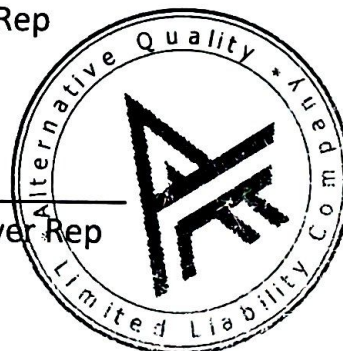
SIGNED, SEALED AND DELIVERED by:

YVETTE ELUNGE
Name of employee

Leo Marek
Name of Employer Rep


Signature of Employee

Leo Marek
Signature of Employer Rep



PAYMENT FORM

Please choose more convenient way to get paid and provide payment details.

1. PayPal:

2. Bank Transfer:

3. PayCheck:

YVETTE ELUNGE
1749 GLEBE CREEK WAY ODENTON MD 21113

4. Direct Deposit: