

EMPLOYMENT CONTRACT

Between:

ALLISON LANDRY
XPO LOGISTICS, INC.
(the "Employer")

And

ELIZABETH GARRISON
(the "Employee")

This EMPLOYMENT CONTRACT made on the 4th of May 2022 between these two parties is governed by the laws of USA.

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 perform all the duties required of this position, Personal Assistant to the best of his/her ability, skill and with all necessary discretion. In carrying out these duties, the Employee will comply with all Employer policies, procedures, rules, and regulations, both written and oral as are made available by the Employer from time to time.

2. Work Hours

This being a remote position, your work hours are flexible but between 10-16 hours weekly.

3. Compensation

- a. As full compensation for the services rendered the Employee shall be paid \$400 (four hundred dollars) weekly after deductions.
- b. Employee is entitled to 50% salary advances after the Probation Period. The salary mentioned in par (3a) shall be reviewed annually.
- c. All expenses arising from the employment shall be **fully reimbursed**.
- d. Employee may be paid a periodic or one-off bonus by the Employer which shall be a privilege determined entirely at the Employer's discretion.

4. Leave and Vacation

Employee shall be entitled to a Paid annual Leave Period of 21 days annually, which may be taken 3 Months after Probation Period.

5. Probation Period

It is understood and agreed that the first 90 days of Employment shall constitute a paid probationary period during which the Employer may, in its absolute discretion terminate the Employee's employment for **reasonable cause**.

6. Termination

- a. The Employee may at any time terminate this agreement and his employment by giving not less than 1-week written notice to the Employer.
- b. The Employer may terminate this Contract for sufficient cause provided the Employer pays the amount that is required by the Employment Standard Act or other legislation as may be in effect at the time of termination.

7. Non-Competition and Confidentiality

As an Employee, you will have access to confidential information that is the property of the Employer. You are not permitted to disclose this information outside the Organization. It is further agreed that following termination of the employee's contract for any reason, the Employee shall not solicit business from current clients or clients who have retained the services of XPO Logistics for a 6-month period preceding the Employee's termination.

8. Severability

The parties hereto agree that in the event any article or part of this agreement is held to be unenforceable or invalid then the said article shall be struck out 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 written below.

{NAME OF EMPLOYEE}

ALLISON LANDRY, XPO Logistics, Inc.

{NAME OF EMPLOYER}

{SIGNATURE AND DATE}



{SIGNATURE AND DATE} 05-04-2022