



May 4, 2017

Carl W. Akers II
640 Branch St
Strasburg, VA 22657

Dear Bill,

We are pleased to present you this offer of employment to join Michael Weinig, Inc., in the capacity of Applications Engineer at Weinig-Holz-Her USA, North-East, reporting to the VP of Sales. Based on your assigned job responsibilities, you will be classified as a full-time, exempt employee, and will receive a base salary of \$5,000.00 per month, which equates to a base salary of \$60,000 annually. In addition, we will guarantee \$21,000 of the commission portion of your compensation during your first 7 months of employment paid in 7 equal monthly payments of \$3000.00. Should you exceed the established sales goals the guaranteed commission amount is based on, you will be eligible for additional commission. In addition, you will be eligible annually for a bonus based on meeting established company's performance and your individual performance and contributions. You will also receive a monthly car allowance of \$600 per month plus reimbursement for eligible fuel expenses for business travel.

This offer of employment is contingent upon verification of all employment application information, including your eligibility to work in the United States, and satisfactory completion of a background check, employment physical, and drug test. There are certain documents that will require your signature in order to be eligible for employment, including but not limited to the acknowledgement of receipt of handbook and a non-compete agreement. Employment offers may be rescinded at the discretion of Michael Weinig, Inc.

A tentative start date of June 1st, 2017 has been determined. On that day you will meet with Human Resources to complete the new hire paperwork. Please be prepared to show identification which will verify your eligibility to work in the United States. Acceptable identification includes, but is not limited to, a U.S. passport, or state driver's license and social security card.

You will be eligible to participate in our medical and dental insurance plans on the 1st of the month following 60 days of full-time employment. The full range of employee benefits will be explained to you during your orientation on 1st day of employment.

We look forward to you joining our team! By signing below, you represent that you are not bound by the terms of a confidentiality agreement or non-competition agreement or any other agreement with a former employer or other third party which would preclude you from accepting employment with the Company or which would preclude you from effectively performing your duties for the Company. You further represent that you have the right to make all disclosures that you will make to the Company during the course of your employment with the Company. You agree that you shall not disclose to the Company, or seek to induce the Company to use, any confidential information in the nature of trade secrets or other proprietary information belonging to others and that in the event that the Company

