



Acrobat Outsourcing
Corporate Headquarters
665 Third Street, Suite 415, San Francisco, CA 94107
Phone: 415-431-8826 | Fax: 415-431-1580
www.acrobatoutsourcing.com

March 22nd, 2019

Thomas Horton

RE: Offer Letter of Employment

Dear Thomas,

Congratulations! Acrobat Outsourcing is pleased to offer you the regular, **full-time, exempt** position of **Kitchen Supervisor** for the TuckShop based in San Francisco. Your start date of this position will be **April 1st, 2019**.

Your salary will be **\$56,000 per annum**, paid on a weekly basis. All forms of compensation are subject to reduction by applicable withholdings and taxes.

Acrobat Outsourcing is an **at-will employer**. As such, employment with Acrobat Outsourcing is for no specific period of time. As a result, either you or Acrobat Outsourcing is free to terminate your employment relationship for any reason, with or without cause, with or without notice, without further obligation or liability. Similarly, Acrobat Outsourcing may modify or alter your position, with or without cause or prior notice, through actions other than termination, such as demotion, transfer or reclassification, and can exercise its managerial discretion in imposing discipline when, in its sole discretion, it deems appropriate. Although your job duties, title, compensation and benefits, as well as Acrobat Outsourcing's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in a document by you and Steve Scher, CEO. This letter is **not** intended or to be construed as a contract of employment. Continued employment with Acrobat Outsourcing is contingent on a number of factors, including but not limited to the performance of job duties, obligations and compliance with company policies.

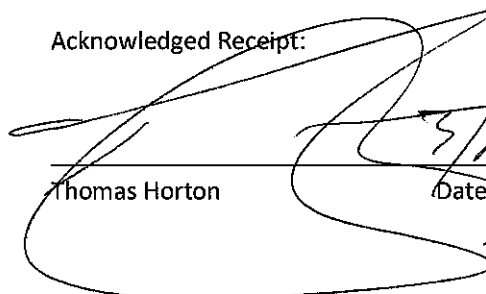
If you have any questions regarding the details of this offer letter, please contact me at your convenience.

We look forward to your continued contributions in helping Acrobat Outsourcing achieve its goals.

Sincerely,

Amber Dillon
Human Resources Manager
Acrobat Outsourcing

Acknowledged Receipt:


Thomas Horton
Date 3/22/19