



THE SERVICE COMPANIES

SERVICE. ABOVE ALL

December 11th, 2019

Robert John Buella,

RE: Offer Letter of Employment

Dear Robert,

Congratulations! The Service Companies 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 **Monday December 16th, 2019**.

Your salary will be **\$55,000 per annum**, paid on a weekly basis. All forms of compensation are subject to reduction by applicable withholdings and taxes.

The Service Companies is an **at-will employer**. As such, employment with The Service Companies is for no specific period of time. As a result, either you or The Service Companies are free to terminate your employment relationship for any reason, with or without cause, with or without notice, without further obligation or liability. Similarly, The Service Companies 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 The Service Companies 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 Brigitte Tribble, RVP. This letter is **not** intended or to be construed as a contract of employment. Continued employment with The Service Companies 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 The Service Companies achieve its goals.

Sincerely,

Acknowledged Receipt:

Jaime Barnhart
On-site Supervisor At Dropbox
The Service Companies


Robert John Buella

12/13/19
Date