



**Date - January 20, 2012**

**To - Brandon Smith**

**RE - Letter of Offer**

Dear **Brandon**,

On behalf of Multipoint Wireless LLC, I am pleased to offer you a position as **Cell Phone Tester**. Your start date will be **Monday, January 30, 2012**.

The scope of your work includes, but not limited to:

- 1) Make calls on test cell phones
- 2) Send/receive text messages on test cell phones
- 3) Use the cell phone to surf the web
- 4) Report any problems/issues using a tracker on Microsoft Excel (needs to be proficient on MS Excel)
- 5) Other administrative tasks as needed to support device engineers

As required by our Client, you may be required to complete a successful background check and drug screen test. The offer described above is contingent upon the results of these tests. Where required, this offer is further contingent upon our ability to obtain U.S. employment authorization on your behalf. To complete these two requirements, we will furnish you with the necessary Forms and drug testing location. The drug test must be completed within 5 days of your start date.

Your employment is also subject to the attached documents being completed, signed and returned to Human Resources on your first day of work. Upon returning these signed documents, this offer will be considered final. These documents include:

1. Schedule A – Terms and Conditions
2. Schedule B – Employee Handbook
3. Schedule C – Safety Manual
4. Schedule D – Confidentiality and Non-Disclosure / Non-Competency / Non-Solicitation Agreement
5. Background Check Disclosure/Consent to Drug Testing Form (See separate email)
6. Direct Deposit Authorization Form (with a voided check and photo ID)
7. Form W-4
8. Form I-9 (Please refer to email with specific instructions)
9. Health Insurance Application/Waiver Form

It is Multipoint's policy that compensation adjustments, pay increases/decreases, and any and all information pertaining to your salary, be upheld and kept in the strictest of confidence – it is not permissible to discuss and/or disclose your pay details to fellow employees or our Client. Your cooperation and adherence to this policy is appreciated.



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Please indicate your acceptance of our offer by signing below and faxing a copy of this letter along with the following signature pages to 949-271-4514 no later than **Tuesday, January 24, 2012.**

Sincerely,

*Eli Omar*

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**Eli Omar**, Vice President

For Multipoint Wireless LLC



**SCHEDULE "A"**

**TERMS & CONDITIONS**

**EMPLOYEE INFORMATION (TO BE COMPLETED BY THE EMPLOYEE / CONTRACTOR) –**

<b>Name (Last, First, Middle Initial)</b>	<b>Date of Birth (MM/DD/YYYY)</b>
<b>Address, with State and Zip Code</b>	<b>Telephone #</b> Home – Cell –
<b>Social Security Number (SSN #)</b>	<b>Drivers License No.</b>
<b>Email Address</b>	<b>Emergency Contact (Name &amp; Telephone #)</b>

**Terms:**


1. **Start Date:** **Monday, January 30, 2012**
2. **End Date:** **Unknown**
3. **Pay Details –**
  - a. Hourly Pay – **\$7.50**, Per Hour, Non-Exempt
  - b. Overtime Pay – **\$11.25**, Per Hour
4. Your pay will be processed bi-weekly and shall be paid via direct deposit in your checking account.
5. Your physical work location, for payroll purposes, will be the State of **Kansas**. Please note if there are any applicable taxes required in **KS**, Multipoint will be deducting and reporting those taxes according to **KS** State law.
6. Employment at Multipoint Wireless LLC is at-will. We reserve the right to release any employee without cause or notice.
7. Every employee is subject to a three-month orientation period after which a performance review may be conducted.
8. Employee is required to provide own laptop computer, vehicle, cell phone and other tools as required.
9. HR matters pertaining to your job, including salary, time-off, project extension/changes, performance reviews, etc should be addressed with Multipoint’s Human Resources Department.

**I agree to the above Terms and Conditions.**

**Employee’s Signature** –

**Date** –

**Employee’s Name** –

  
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**Eli Omar**, Vice President  
**For Multipoint Wireless LLC**