

IN-STORE SALES/SERVICE REPRESENTATIVE WORK AGREEMENT

Between

JEFFERY'S GREENHOUSES PLANT II LIMITED (the "Employer")

And

Employee Name _____

(the "Employee")

Address _____

Phone Number _____

It is agreed as follows:

1. The Employer agrees to employ the Employee and the Employee agrees to work for the Employer as a Seasonal In- Store Sales/Service Representative for a temporary period of time commencing on _____ and terminating on _____, at the following customer location(s) _____ as scheduled by the employer. Your home base store is: _____.
2. If you are required to travel between your home base store and other customer locations during the same day you agree to maintain your driver's license, vehicle and insurance in good standing, in order to perform the duties of your position. A copy of your driver's license, vehicle insurance and the "Vehicle Authorization Application" form must be provided to the employer upon commencement of your employment. You will be paid a non-taxable allowance of \$____ per kilometer driven on company business. You will be paid for all reasonable travel time and mileage between stores in excess of your normal home base store. If no travel between stores is required, check this box
3. Subject to reasonable direction by the Employer, the Employee shall perform the following duties and have the following responsibilities as indicated in all material contained in the In Store Sales/Service Representative Handbook and Job Description, which the employee hereby acknowledges as being received and agrees to abide with the Company policies contained therein.
3. The Employee understands and agrees that the hours of work during the seasonal work period above, will vary subject to the work load requirements of the Employer and as discussed in the In-Store Sales/Service Representative Handbook. The Employer will attempt to schedule the Employee for _____ hours, in each week of employment under this seasonal contract term. However, the Employer cannot guarantee these hours.

Furthermore, it may be necessary to work in excess of 40 hours a week, or 8 hours per day depending on the workload of the Employer and the Employee agrees to work the extra hours and days (Saturday, Sunday and/or holidays) as required during the term of this seasonal contract.
4. The employee understands that the work involves a lot of physical activity (lifting, bending, carrying and reaching upwards, placing and moving plants and understands that they may probably experience stiff and sore muscles if not used to physical work like this. To help ease or prevent this from happening, the employee agrees to practice the safe work techniques provided by the company in the In-Store Sales/Service Representative Handbook. (If necessary, soaking in a hot bathtub with epsom salts may help to relieve tense muscles)
5. Subject to statutory deduction, the Employer shall pay the Employee a gross wage rate of \$_____ per hour, payable in biweekly installments not in advance. Vacation pay will accrue at the rate of 4% of gross earnings during the term of this seasonal contract and will be paid out to the Employee at the end of the contract term.
6. The Employer may terminate the employment of the Employee without cause and/ or notice before the end of the employment term stated in paragraph 1 above.
7. The Employee promises to keep the Employer's business secrets and that of its customers (Home Depot Canada) confidential during and after the term of employment and to return all information provided by the Company (Handbook, Contact Information, etc) to the Company upon termination of employment.
8. If any provision or part of any provision in this agreement is void for any reason, it shall be severed without affecting the validity of the balance of the agreement.
9. The terms of this agreement remain in force until amended in writing signed by both parties.
10. The laws of the Province of Ontario govern this agreement.
11. The Employee acknowledges full understanding of all the conditions of the seasonal employment stated in this agreement and agrees to all conditions.

Executed at _____, Ontario on the _____ day of _____, 20_____.

Employee Signature

Supervisor Signature for the Employer