



PERFORMANCE INCENTIVES
UNLOCKING POTENTIAL & THE POWER TO PERFORM

28th May 2013

John Raciti
15 Miles Street
Mascot, NSW, 2020

Dear John,

We are pleased to offer you the position of 'Creative Services Manager' on a probationary basis. The terms of the agreement are as follows:

Probationary Period

The probationary period is three (3) months. After three months, subject to satisfactory performance and mutual agreement, you will be offered a permanent full-time position.

Commencement Date

Suggested commencement date is 11th June 2013.

Hours

8:30 am – 5:00 pm with ½ hour for lunch. Hours are somewhat flexible subject to approval.

Remuneration

An initial package of \$76,300 p.a. inclusive of \$70,000 base salary + 9% superannuation, 10 paid public holidays p.a., 4 weeks annual vacation leave, sick leave, and PAYE income tax. A salary review will be conducted following your probationary period. Salary is paid weekly.

Expenses

All reasonable expenses incurred on the job will be reimbursed provided that such expenses are incurred with prior consent from James or Roxeen Fielder.

Other Benefits

After your probationary period, you will become eligible for discounted purchases of merchandise items from our rewards catalogue. Additional information will be provided at your 3-month review.

Confidentiality, Non-Disclosure and Non-Compete Agreement

In the interests of protecting confidential information and our clients' valuable business, we ask all employees and contractors to complete a separate "Confidentiality, Non-Disclosure and Non-Compete Agreement" (see attachment).

Termination of Employment

Employment may be terminated by either party by providing 2 weeks written notice during the probationary period. After the probationary period, employment may be terminated by either party by providing four (4) weeks written notice.

We look forward to your acceptance, and to a long and mutually rewarding relationship.

Yours sincerely,

James Fielder
Managing Director