

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made on Sunday, June 01, 2025, between LOGISTICS CAMPS LLC, a company registered under the laws of the state of FLORIDA, with its principal office at 1603 PALERMO DR, WESTON, FLORIDA 33327 ("Employer"), and Jose Randy Cruz Castro , residing at 1175 Gilman Ave, San Francisco, CALIFORNIA 94124 ("Employee").

1. POSITION AND DUTIES

1.1 Position: The Employer hires the Employee as a Warehouse Online Operator.

1.2 Responsibilities: The Employee agrees to perform the following tasks:

- Receive packages at the selected delivery address.
- Inspect packaging and contents for damage.
- Take 2 photos: outer packaging and contents.
- Update delivery status in the company online panel (2-3 minutes).
- Repackage items using provided or approved materials.
- Affix prepaid shipping labels and prepare packages for pickup.
- Maintain communication with the assigned coordinator.
- Ensure confidentiality of all work and customer-related information.

If the delivery address differs from the Employee's legal residence, it must be submitted in writing at the time of signing.

2. COMPENSATION

2.1 Rate: The Employee will be paid \$21.00 per hour.

2.2 Conversion: Every three (3) processed packages equal one (1) payable hour.

2.3 Payment Schedule: Salary is paid 2 times a month via direct deposit or other agreed method.

2.4 Bonuses: The Employee may receive bonuses for high performance, accuracy, or volume.

2.5 Reimbursement: All required supplies (tape, packaging, etc.) are provided or reimbursed within 7 business days with receipts. No financial investment is required to begin employment.

2.6 No Hidden Terms: LOGISTICS CAMPS LLC guarantees that employment involves no hidden costs, no purchases, and no subscription fees. All steps are transparent and fully disclosed prior to task execution.

3. TERM AND TERMINATION

3.1 Either party may terminate this Agreement with 14 days' written notice. The Employer seeks long-term cooperation and applies this clause only when necessary and with prior feedback and support.

4. CONFIDENTIALITY

4.1 The Employee agrees to keep all marked confidential information private, including client data and procedures.

4.2 This obligation continues after the termination of employment.

5. WORK CONDITIONS

5.1 Location: Remote work. The Employee agrees to maintain a clean and safe workspace.

5.2 Hours: Flexible hours, averaging 1-3 hours per day.

5.3 Reporting: Daily work updates must be submitted via the online panel.

5.4 Support: Training and guidance are provided. A coordinator assists with any issues.

5.5 Legality: All work is performed legally. The Employee is not liable for package content if protocol is followed.

5.6 Contact: The Employee may contact the support team by phone or email at any time.

6. TOOLS AND MATERIALS

6.1 Shipping labels are provided by the Employer.

6.2 Packaging materials are shipped or reimbursed upon agreement.

7. BENEFITS

7.1 After a 60-day probation, the Employee may receive:

- Up to 15 paid days off annually.
- Access to benefit programs (at Employer's discretion).
- Priority for promotion to administrative roles.

8. GOVERNING LAW

8.1 This Agreement shall be governed under the laws of the state of FLORIDA.

9. ENTIRE AGREEMENT

9.1 This document represents the full agreement between the parties. Changes are valid only in writing and signed by both parties.

Employer Signature:

Date: 06/01/2025

Jessica Warren



Employee Signature:

Jose Randy Cruz Castro



Date: 06/01/2025