

## CONTRACT OF EMPLOYMENT

Effective the 15<sup>th</sup> Day of May, 1997, Cut-Rate Liquor Store and Dan Jones agree as follows:

Upon execution of this contract, Cut-Rate Liquor Store agrees to hire Dan Jones as an exempt employee (meaning he is not entitled to receive overtime pay regardless of the hours he works) at a beginning salary of \$1,857 per month for a period of 6 months, during which time Dan Jones will serve a probationary period. At the conclusion of the 6 month probationary period, if Dan Jones has complied with all policies, procedures and instructions during that time, he will continue in his employment and from that time forward, in addition to his base salary of \$1,857 per month, he will receive a commission of 10% of all sales he personally makes.

Dan Jones agrees that Texas is an at-will state and that this contract and his employment can be terminated with or without cause at any time without notice.

I. M. Topsy

Mr. I. M. Topsy  
Owner / Cut-Rate Liquor Store  
1000 Jackson Avenue  
Nita City, TX 77001

Dan Jones

Dan Jones  
Employee

