



David Kalstrom  
56746 N. Heavenly Lane  
Phoenix, AZ. 85018

October 28, 2008

Dear Mr. Kalstrom,

Outbound Excellence, Inc. is pleased to offer you a position as a B2B Sales Representative, currently reporting to Samuel Keaton. The following is a summary of the terms and conditions regarding this position:

- Your employment will be at will and will have a start date of December 5<sup>th</sup>, 2008.
- Your starting base salary is \$2,450 per month plus 10% commission. You will be subject to review after the 90-day probationary period. You will be paid bi-weekly.
- You will work a 40 hour work week, 8 hours per day (excluding lunch). Your weekly schedule will be Monday through Friday, with your work hours subject to your territory assignment, with overtime as required.
- You will be eligible to receive the compensation benefit package offered by Outbound Excellence, Inc. 90 days from the employment date. This includes 2 weeks paid vacation and 40 hours sick leave per year (accrued incrementally each pay period) and medical coverage through our current provider.
- You will also be eligible to participate the company 401 (k) plan.
- You will have a 90-day introductory period during which time both you and Outbound Excellence, Inc. can better evaluate the employment relationship. As an at will employer, both you and Outbound Excellence, Inc. reserve the right to terminate employment whenever and for whatever reason is deemed suitable at any time.
- Offer is contingent based upon passing the pre-employment drug screening and verification that the background information you provided is accurate and positive.

David, we believe you will make a valuable addition to the Outbound Excellence team and look forward to working with you.

Sincerely,

Samuel Keaton  
V.P. B2B Sales

I accept the offer of employment contained in this letter and hereby agree that I have read and understand the terms and conditions contained herein. Furthermore, by signing below I acknowledge that this letter does not constitute a contract of employment and that my employment with Outbound Excellence, Inc. is at will.

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Signature

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Date