

**VZW TRANSFER BONUS PROGRAM**

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This Bonuses described in the Bonus Details of this **VZW TRANSFER BONUS PROGRAM** (this “Program”) will be provided to those former Verizon employees who satisfy each of the Qualifying Requirements (each, a “Verizon Bonus Candidate”), subject to the Program Terms and Conditions.

**Bonus Details**

<b>Description</b>	<b>Amount</b>	<b>Payment Date (on or about)</b>
Sign-On Bonus	\$1,500.00	January 15, 2026
Ramp-Up Bonus	\$1,500.00	February 15, 2026
3 Month Retention Bonus	\$2,000.00	March 15, 2026
	<b>Total: \$5,000</b>	

**Qualifying Requirements**

To be a Verizon Bonus Candidate, each of the following “Qualifying Requirements” must be satisfied:

1. Is employed by Verizon, as of November 20, 2025, as a salesperson or manager in one of its retail locations which is being transferred to Cellular Sales during December, 2025.
2. Is offered a position as a Dealer Candidate in the Cellular Sales Training Program (the “Training Program”).
3. Accepts the offered Dealer Candidate position, on or before December 1, 2025, by completing all onboarding tasks required by Cellular Sales and EmployBridge/HireDynamics (the “Staffing Company”).
4. Successfully completes the Training Program to the satisfaction of Cellular Sales and otherwise meets all conditions of employment including a clean drug screen<sup>1</sup> and acceptable background check.<sup>2</sup>
5. Proceeds to onboard directly with Cellular Sales by completing all onboarding tasks required by Cellular Sales on or before December 15, 2025.<sup>3</sup>
6. Is issued by Verizon necessary Verizon credentials to access the OMNI Dealer System.

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<sup>1</sup> Cellular Sales does not exclude candidates for testing positive for marijuana use.

<sup>2</sup> In the event the results of the drug screen and/or background check have not been received prior to onboarding with Cellular Sales, your employment will be conditioned upon satisfactory results for each. Should these delayed results be unsatisfactory, your employment will be terminated.

<sup>3</sup> Onboarding instructions will be provided in early December, 2025, and Dealer Candidates are encouraged to begin the onboarding process as quickly as possible to avoid any delays.

## **Program Terms and Conditions**

- 1. *Additional Compensation.*** Each Verizon Bonus Candidate will be compensated in accordance with his/her Dealer Compensation Agreement executed in conjunction with the Cellular Sales onboarding process (the “DCA”). The Bonuses provided for herein are in addition to any amounts which may become payable pursuant to the DCA.
- 2. *Employment as of Payment Date.*** Because the Bonuses are provided in consideration of the Verizon Bonus Candidate’s continued employment, to be eligible to receive each Bonus, the Verizon Bonus Candidate must be continuously employed by Cellular Sales from December 17, 2025, through the corresponding Payment Date. Bonuses will not therefore be pro-rated if the Verizon Bonus Candidate’s employment with Cellular Sales is discontinued, for any reason whatsoever, on or prior to the corresponding Payment Date.
- 3. *Characterization of Bonuses under the DCA.*** Each Bonus constitutes an “Advance” of Dealer Commission under the DCA which means it is subject to recovery by Cellular Sales from any Dealer Commission which may otherwise become payable to the Verizon Bonus Candidate. However, Cellular Sales agrees it will not recover any Bonus from any Verizon Bonus Candidate who remains employed through **March 15, 2026**.
- 4. *Applicable Taxes and Withholdings.*** Each Bonus Payment is shown as the gross amount. The net amount paid will be reduced by applicable taxes and withholdings.
- 5. *At-Will Employment.*** Nothing herein shall be deemed to create any term of employment or otherwise nullify the AT-WILL employment relationship between the Verizon Bonus Candidate and the Staffing Company or between the Verizon Bonus Candidate and Cellular Sales.