

Date:

New Hire Name

Welcome to Sunwave,

We're excited to have you join our team at the location. You'll begin with our 20-day Technician Internship, starting on . These 20 working days are your chance to learn how we serve customers, build your skills in the field and see whether Sunwave is the right fit for you long term.

Your pay during the internship. Sunwave guarantees you 40 paid hours per week at \$12.50 per hour, or the local minimum wage if it is higher. When overtime is needed and approved by your Location Leader, you'll be paid 1.5 times your hourly rate for every hour over 40 in a week.

What happens next. At the end of your internship, you'll receive an offer letter stating the technician Level and rate of pay you'll be hired at, based on the skills and progress you show over these 20 days.

Your employment with Sunwave is at will, and this letter does not guarantee a specific Level or rate after the internship.

We're glad you're here, and we look forward to building something great together.

Welcome aboard,

Location Leader, Sunwave Plumbing

Date

New Hire

Date