

Action Memo

To: Board of Directors
From: Daryl Lynchard
Date: 11-18-2020
Re: CEO final negotiated offer

These are the final figures for the compensation package and contract that the personnel committee has negotiated with Mr. Peavey. He can start December 7th, 2020.

- 1) \$[REDACTED] base salary
- 2) Will reimburse up to \$[REDACTED] for relocation, travel expenses, temporary housing, and food
- 3) Company vehicle
- 4) Medical/Dental Package
- 5) Vacation:
 - [REDACTED] the 1st Year
 - [REDACTED] the 2nd Year
 - [REDACTED] the 3rd Year
- 6) Retirement Package (401K)
- 7) 1 year contract

It is the committee's recommendation to hire Mr. Peavey based on the above terms.

If you agree with this action please sign below. if you do not agree please place NO on the signature blank and initial. (Note this must be a unanimous decision to pass)

Daryl Lynchard	<u>Daryl Lynchard</u>	11/18/2020 4:07 PM CST
James Dabney	<u>James Dabney</u>	11/18/2020 7:16 PM CST
Grant Summers	<u>Grant Summers</u>	11/18/2020 4:08 PM CST
Will Goulet	<u>Will Goulet</u>	11/18/2020 4:28 PM CST
Mike Kennedy	<u>Mike Kennedy</u>	11/18/2020 4:34 PM CST
Fred Teresa	<u>Fred Teresa</u>	11/18/2020 4:34 PM CST
Mark Miller	<u>Mark Miller</u>	11/18/2020 4:04 PM CST

This will be a Board Action without a meeting and will be recorded as such in accordance with Chapter 617 F.S.

Certificate of Authenticity

Session Information

Signing Session ID:	960c4057-b4e9-42d2-a2e0-1a0c9131abc9	Status:	Completed
Transaction Name:	CEO Negotiation	Created On:	11/18/2020 4:50:18 PM EST
Session Title:	BAWM for CEO	Last Modified:	11/18/2020 8:17:53 PM EST
Documents:	1	Owner:	Mark Miller
Signers:	7	Company:	Century 21 Island View Realty

Signer Information

Signature Events

Mark Miller
markmillerrealtor@gmail.com

Signer Security: Email

Daryl Lynchard
dlynchard@hnws-fl.com

Signer Security: Email

Grant Summers
gsummers@hnws-fl.com

Signer Security: Email

Will Goulet
wgoulet@hnws-fl.com

Signer Security: Email

Mike Kennedy
mkennedy@hnws-fl.com

Signer Security: Email

Fred Terasa
fterasa@hnws-fl.com

Signer Security: Email

James Dabney

Signature

Mark Miller

IP Address: 173.20.112.72

ID: 2962ce36-32e0-4ae8-be8b-0c714dd4244f

Daryl Lynchard

IP Address: 108.218.164.29

ID: 0ff4cded-8c67-4459-b9e3-5cdbba13fbd7

Grant Summers

IP Address: 99.13.219.115

ID: 7e6fa771-601c-49aa-b558-07257803c78a

Will Goulet

IP Address: 108.200.186.246

ID: fd3920e1-15f4-4d8d-88f9-a341c5f95e71

Mike Kennedy

IP Address: 173.21.96.31

ID: a875f552-fe0f-4929-aa74-eedb75852618

Fred Terasa

IP Address: 173.21.97.58

ID: 8a1eb5e9-a0ea-4c6c-b0e5-65b17e7e22f1

James Dabney

Timestamp

Sent: 11/18/2020 5:03:10 PM EST

Viewed: 11/18/2020 5:04:13 PM EST

Disclosure: 11/18/2020 5:04:13 PM EST

Signed: 11/18/2020 5:04:33 PM EST

Sent: 11/18/2020 5:03:10 PM EST

Viewed: 11/18/2020 5:06:31 PM EST

Disclosure: 11/18/2020 5:06:31 PM EST

Signed: 11/18/2020 5:07:16 PM EST

Sent: 11/18/2020 5:03:10 PM EST

Viewed: 11/18/2020 5:08:11 PM EST

Disclosure: 11/18/2020 5:08:11 PM EST

Signed: 11/18/2020 5:08:45 PM EST

Sent: 11/18/2020 5:03:10 PM EST

Viewed: 11/18/2020 5:27:45 PM EST

Disclosure: 11/18/2020 5:27:45 PM EST

Signed: 11/18/2020 5:28:20 PM EST

Sent: 11/18/2020 5:03:10 PM EST

Viewed: 11/18/2020 5:34:16 PM EST

Disclosure: 11/18/2020 5:34:16 PM EST

Signed: 11/18/2020 5:34:42 PM EST

Sent: 11/18/2020 5:03:10 PM EST

Viewed: 11/18/2020 5:34:12 PM EST

Disclosure: 11/18/2020 5:34:12 PM EST

Signed: 11/18/2020 5:35:00 PM EST

Sent: 11/18/2020 5:03:10 PM EST

jdabney@hnws-fl.com
Signer Security: Email

IP Address: 172.58.99.11
ID: 389afba8-4e20-4ee8-9f7e-e8be5b9ed04e

Viewed: 11/18/2020 8:16:25 PM EST
Disclosure: 11/18/2020 8:16:25 PM EST
Signed: 11/18/2020 8:17:22 PM EST

Session Documents

Document	Signatures	Initials	Dates	FormFields	Dropdown	Checkbox	RadioButton
BAWMCEO.pdf	7	0	7	0	0	0	0

Session Activity

Timestamp	IP Address	Activity
11/18/2020 8:17:53 PM EST	172.58.99.11	Session completed and closed by Mark Miller
11/18/2020 8:17:22 PM EST	172.58.99.11	Signing Completed by James Dabney (jdabney@hnws-fl.com)
11/18/2020 8:16:25 PM EST	172.58.99.11	Signature created and disclosure approved by James Dabney (jdabney@hnws-fl.com)
11/18/2020 5:35:00 PM EST	173.21.97.58	Signing Completed by Fred Terasa (fterasa@hnws-fl.com)
11/18/2020 5:34:42 PM EST	173.21.96.31	Signing Completed by Mike Kennedy (mkennedy@hnws-fl.com)
11/18/2020 5:34:16 PM EST	173.21.96.31	Signature created and disclosure approved by Mike Kennedy (mkennedy@hnws-fl.com)
11/18/2020 5:34:12 PM EST	173.21.97.58	Signature created and disclosure approved by Fred Terasa (fterasa@hnws-fl.com)
11/18/2020 5:28:20 PM EST	108.200.186.246	Signing Completed by Will Goulet (wgoulet@hnws-fl.com)
11/18/2020 5:27:45 PM EST	108.200.186.246	Signature created and disclosure approved by Will Goulet (wgoulet@hnws-fl.com)
11/18/2020 5:08:45 PM EST	99.13.219.115	Signing Completed by Grant Summers (gsummers@hnws-fl.com)
11/18/2020 5:08:11 PM EST	99.13.219.115	Signature created and disclosure approved by Grant Summers (gsummers@hnws-fl.com)
11/18/2020 5:07:16 PM EST	108.218.164.29	Signing Completed by Daryl Lynchard (dlynchard@hnws-fl.com)
11/18/2020 5:06:31 PM EST	108.218.164.29	Signature created and disclosure approved by Daryl Lynchard (dlynchard@hnws-fl.com)
11/18/2020 5:04:33 PM EST	173.20.112.72	Signing Completed by Mark Miller (markmillerrealtor@gmail.com)
11/18/2020 5:04:13 PM EST	173.20.112.72	Signature created and disclosure approved by Mark Miller (markmillerrealtor@gmail.com)
11/18/2020 5:03:15 PM EST	173.20.112.72	Invitation sent to owner: Mark Miller(markmillerrealtor@gmail.com) by Mark Miller
11/18/2020 5:03:13 PM EST	173.20.112.72	Invitation sent to Fred Terasa(fterasa@hnws-fl.com) by Mark Miller
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11/18/2020 5:03:11 PM EST	173.20.112.72	Invitation sent to James Dabney(jdabney@hnws-fl.com) by Mark Miller
11/18/2020 5:03:11 PM EST	173.20.112.72	Invitation sent to Daryl Lynchard(dlynchard@hnws-fl.com) by Mark Miller
11/18/2020 5:03:10 PM EST	173.20.112.72	eSignOnline Session Created by Mark Miller

Disclosure

Consumer Disclosure

Please read the information below regarding the terms and conditions of receiving documents, contracts, and disclosures electronically through the eSign Online electronic signature system. If this information is to your satisfaction and you agree to the terms and conditions,

please confirm your acceptance and agreement by checking the box 'I Agree to the above Consumer Disclosure' and selecting the 'Create and Approve Signature button'.

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Century 21 Island View Realty (We, us, or the Company) acknowledges your agreement to receive required documents, contracts, notices, disclosures, authorizations, and other documents electronically through the eSign Online electronic signature system. We appreciate and thank you for doing your part to go paperless and save our environment. Through the eSign Online electronic signature system, we are able to save time and process a transaction faster. We do not have to print and mail paper copies, wait for signatures that could take days or weeks, and there are no delays associated with waiting for you to mail it back to us. Unless you tell us otherwise in accordance with the procedures described herein this disclosure, we will provide documents through this electronic method during the course of our relationship with you. If you do not agree with this process and method, please let us know as described below.

Century 21 Island View Realty outsources personal information to a third party processing and storage service provider which is located in the USA. The Buyer and Seller hereby acknowledge that personal information processed and stored by a US third party service provider is subject to the laws of that country and that information may be made available to the US government or its agencies under a lawful order made in that country.

Paper copies

During the signing process on eSign Online, you will have the opportunity to download and print your copies of the documents before and after signing. At any time, you may contact us to obtain paper copies of documents that have been provided to you electronically. To request paper copies, you must send an email to markmillerrealtor@gmail.com and in the body of the email state your full name, address, telephone number, and the name of the document or transaction that you would like a paper copy for. If any fees apply, we will notify you.

Withdrawing your consent to sign electronically

Once you have decided and agreed to the following disclosure to sign documents electronically, you may at any time thereafter decide to withdraw your consent and receive required documents only in paper format. There are several ways to inform us that you no longer wish to receive documents and sign electronically:

- a) During the electronic signing process, you may elect to 'decline' and indicate your reasons for declining and withdrawing your consent.
- b) Send an email to markmillerrealtor@gmail.com and in the body of the email indicate your full name, address, telephone number and that you no longer wish to sign electronically and instead would like to receive paper copies

Please be aware that withdrawing your consent to sign electronically may result in delays and/or more time to complete a transaction. We will then have to print and mail paper copies to you, wait for you to receive and sign documents, then wait for you to mail it back and follow the same procedure with other parties to the transaction.

How to contact Century 21 Island View Realty

At any time, you may contact us to change your email and contact information, request paper copies, or to indicate your change in consent to sign electronically hereafter.

Contact Name : Mark Miller
Email Address : markmillerrealtor@gmail.com
Phone Number :

Hardware and Software Requirements

The following are minimum hardware and software requirements to use the eSign Online electronic signature system.

Operating Systems: Windows® 10, Windows® 8, Windows® 7, Windows Vista®, Mac OS® X 10.6 and higher.
Browsers: Google Chrome® 36 and higher, Internet Explorer® 9.0 and higher, Mozilla Firefox® 31.0 and higher, Safari® 5.1.7 and higher.
Screen Resolution: 800 x 600 minimum
Security Settings: Allow per session cookies
PDF Reader: Acrobat® or similar software to view and print PDF files

Your Acknowledgment and Consent to use electronic signatures

To confirm to us that you can access this information electronically, which will be similar to other electronic documents that we will provide to you, please verify that you were able to read this electronic consumer disclosure and that you also were able to print on paper or

electronically save this page for your future reference and access. Further, you consent to receiving notices and disclosures in electronic format on the terms and conditions described herein this consumer disclosure, please let us know by checking the 'I agree with the above Consumer Disclosure' box below.

By checking the 'I agree with the above Consumer Disclosure' box, I confirm that I can access and read this electronic consumer disclosure to consent to receipt of electronic documents, I can print on paper if I so choose, the disclosure and/or save to a place where I can print it for future reference and access, and until I notify Century 21 Island View Realty otherwise, I consent to receive from Century 21 Island View Realty electronic documents that are required to be provided or made available to me by Century 21 Island View Realty during the course of my relationship with Century 21 Island View Realty.