EST. 1890

MOORS & CABOT

INVESTMENTS

May 11, 2021

[redacted]

Dear [redacted]:

We are pleased to confirm our offer of employment as a [redacted] at Moors & Cabot, Inc. This offer is contingent on the completion of a satisfactory background check. See the Background Check Disclosure and Authorization Form attached for more information. [redacted] Per our discussion, below is an outline of your compensation structure.

Salary: Your starting bi-monthly salary of $2,208.34 that annualizes to $53,000.16 will be paid on the 7th and the 22nd of each month. You will be paid one week in advance. Your normal working hours are Monday through Friday from 8:30 A.M. to 5:00 P.M.

Benefits: As a full time employee, you are eligible to enroll in the firm's benefits. Health insurance is available on the first day of the following month you join Moors & Cabot. A summary of the firm's benefits as well as the rates for medical insurance are enclosed. Our 401(k) plan matches 50% of the first 6% you contribute. You will be eligible to participate in the match after one year of service.

Vacation and Personal Time Off: You will be entitled to 5 vacation days, 2 personal days and 3 sick days for 2021, and then in 2022 you will be entitled to 10 vacation days, 3 personal days and 5 sick days per year. A new employee is not entitled to take any vacation time during the first three months of service.

As a broker/dealer and investment advisor, the firm is regulated by certain federal, state and/or foreign agencies. Acceptance of this offer confirms your willingness to comply with the examination, registration and disciplinary requirements that may be required due to the nature of your employment with the firm. Should you now, or at any future time, fail to meet any of these requirements which result in your being unable to perform the duties associated with your position, this offer may be revoked. You will be required to take and pass the SIE and Series 99 exams within 90 days of your start date. Moors & Cabot, Inc. will provide you with the study materials as well as pay for any fees associated with the exam.

We are required by the Immigration Reform and Control Act to obtain documentation from you of your identity. This offer is conditional on your providing us this information.

Siobhan Nally, *Human Resources Director*
1 FEDERAL STREET · BOSTON, MASSACHUSETTS 02110
TEL 617-314-0202 · FAX 617-314-0202· *snally@moorscabot.com*
MOORS AND CABOT, INC., MEMBER NYSE, FINRA & SIPC

Examples of acceptable evidence would be an unexpired U.S. passport, an unexpired foreign passport with work authorization, or a state issued driver's license with a photograph and birth certificate or social security card. Please provide these by no later than your first day of work

Please be advised that your employment with Moors & Cabot, Inc. is considered "at will," which means that your employment may be terminated at any time with or without cause, by either you or the Company without advance notice. No one other than an officer of the Company has the right to alter this arrangement or to enter into an agreement contrary to this policy. Furthermore, any such agreement must be in writing and must be signed by an officer of Moors & Cabot, Inc. No member of the management team has the authority to make any oral assurance or promise of continued employment.

[redacted] we are excited to have you join the Moors & Cabot family. We are confident that you will find your employment experience to be both challenging and professionally rewarding.

Yours truly,

Moors & Cabot, Inc.

By: _____
Siobhan Nally
Human Resources Director

Your signature acknowledges receipt and acceptance of this offer of employment as outlined above.

_____ _____
[redacted] Date

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