



2219 Rimland Dr., Suite 301
Bellingham, WA 98226
www.exprealty.com

Laura Doughty
PO BOX 2532
Malibu, CA 90265

July 20, 2020

RE: COVID-19 Layoff/Letter of Recommendation

I regret to inform you that due to the COVID-19 (Coronavirus) pandemic, it has become necessary for the company to temporarily reduce its workforce.

This letter confirms your last day at eXp Realty was July 20, 2020.

Your contribution has been much appreciated and noted. You are in rehire status as this decision has not been made based on your performance.

We truly thank you for your service and contributions to the company. If you have any further questions about your rights and layoff benefits, please get in contact with me or anyone on our human resources team.

Sincerely,

Sybil Stewart
Director of Diversity and Employee Success
The eXp Human Resources Team