



FAIR bicycle  
Hübscheren 6  
8932 Mettmenstetten  
Switzerland

STUDIO FROM SCRATCH Ltd.  
Glärnischstrasse 297  
8708 Männedorf  
Switzerland

To whom it may  
concern

**Minimal paid vacation at FAIR bicycle & STUDIO FROM SCRATCH Ltd.**

As of 2021 / 02 / 04

We herewith confirm that the minimal paid vacation to all employees at FAIR bicycle & STUDIO FROM SCRATCH Ltd. is of 20 days (equals 4 weeks) per calendar year.



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signature

Marco Giarrana  
founder/owner  
FAIR bicycle &  
STUDIO FROM SCRATCH Ltd.  
2021 / 02 / 04  
Männedorf, Switzerland