

EMPLOYMENT AGREEMENT

Northfield and Peterson Corp
8160 Ironmark Boulevard, Suite 140, Francistown, Botswana
Offer date: October 30, 2025

This Employment Agreement (the 'Agreement') is entered into between Northfield and Peterson Corp (the 'Company') and Theodore Guerrero (the 'Employee').

1. Position and Start Date

The Company offers the Employee the full-time position of Specialist in the Marketing department, reporting to the Marketing Manager. The Employee's start date is November 12, 2025.

2. Compensation

The Employee's annual base salary is \$59,200.00, less applicable taxes and withholdings, paid on the last business day of each month (12 pay periods). Salary is reviewed annually under the Company's merit and performance policies.

3. Benefits

The Employee may participate in the Company's standard benefit programs, including medical, dental, and vision coverage, a 401(k) plan with Company match, and paid time off, subject to the applicable plan documents.

4. At-Will Employment

Employment is at-will. Either the Employee or the Company may end the relationship at any time, with or without cause and with or without notice, subject to applicable law.

5. Confidentiality

The Employee agrees to protect the Company's confidential and proprietary information and to comply with its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

Theodore Guerrero -- Employee (EMP-0040)

_____ Date: _____

Jack Smith -- Director of Human Resources, Northfield and Peterson Corp