

EMPLOYMENT AGREEMENT

Windermere and Mitchell Co.
1552 Silverbrook Road, Suite 200, Aveiro, Portugal
Offer date: February 05, 2025

By this Agreement (the 'Agreement'), Windermere and Mitchell Co. (the 'Company') offers employment to Ava Estrada (the 'Employee') on the terms below.

Article 1 -- Appointment

The Employee accepts the full-time role of Manager in IT, reporting to the IT Manager, with a commencement date of February 20, 2025.

Article 2 -- Remuneration

The annual base salary is \$86,500.00, less statutory and elected withholdings, paid every two weeks (26 pay periods), and is reviewed each year under the Company's performance and merit framework.

Article 3 -- Benefits

Subject to the governing plan documents, the Employee may enroll in medical, dental, and vision coverage, a 401(k) with Company matching, and paid leave.

Article 4 -- At-Will Status

Employment is at-will; either party may conclude it at any time, for any lawful reason, with or without notice.

Article 5 -- Confidentiality

The Employee shall safeguard the Company's confidential and proprietary information and adhere to its security and code-of-conduct requirements.

Accepted and agreed:

_____ Date: _____

Ava Estrada -- Employee (EMP-0035)

_____ Date: _____

Daniel Chapman -- Director of Human Resources, Windermere and Mitchell Co.