

EMPLOYMENT AGREEMENT

Windermere and Mitchell Co.
1552 Silverbrook Road, Suite 200, Aveiro, Portugal
Offer date: March 24, 2025

This Employment Agreement (the 'Agreement') is made between Windermere and Mitchell Co. (the 'Company') and Olivia Carter (the 'Employee') and records the following terms.

1. Position

The Company hires the Employee on a full-time basis as Coordinator in the Operations department, reporting to the Operations Manager, effective April 08, 2025.

2. Salary

The Employee will receive an annual base salary of \$41,100.00, net of applicable taxes and withholdings, paid on the last business day of each month (12 pay periods), reviewed annually pursuant to Company merit and performance policies.

3. Employee Benefits

The Employee is entitled to participate in the Company's medical, dental, and vision plans, a 401(k) plan with Company match, and paid time off, each subject to the relevant plan documents.

4. At-Will Relationship

Employment is at-will and may be terminated by either the Employee or the Company at any time, with or without cause and with or without prior notice, as permitted by law.

5. Confidentiality and Conduct

The Employee agrees to maintain the confidentiality of the Company's proprietary information and to abide by its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

Olivia Carter -- Employee (EMP-0036)

_____ Date: _____

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