

EMPLOYMENT AGREEMENT

Windermere and Mitchell Co.

1552 Silverbrook Road, Suite 200, Aveiro, Portugal

Offer date: November 30, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Windermere and Mitchell Co. (the 'Company') to Elijah Gomez (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Analyst in HR, reporting to the HR Manager, commencing December 08, 2025.

2. Compensation

Annual base pay is \$48,100.00, less taxes and withholdings, paid every two weeks (26 pay periods). Pay is subject to annual merit and performance review under Company policy.

3. Benefits

The Employee may take part in the Company's benefit offerings -- medical, dental, vision, a matched 401(k), and paid time off -- consistent with the applicable plan terms.

4. At-Will Employment

This is an at-will relationship terminable by either party at any time, with or without cause or notice, subject to applicable law.

5. Confidentiality

The Employee will protect all confidential and proprietary Company information and comply with the Company's security and conduct policies.

Accepted and agreed:

_____ Date: _____

Elijah Gomez -- Employee (EMP-0037)

_____ Date: _____

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