

# EMPLOYMENT AGREEMENT

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

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

## 1. Engagement and Start

The Employee is appointed full-time to the position of Coordinator in Marketing, reporting to the Marketing Manager, commencing December 13, 2025.

## 2. Compensation

Annual base pay is \$42,900.00, less taxes and withholdings, paid on the last business day of each month (12 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:

\_\_\_\_\_  
Amir Rios -- Employee (EMP-0041)

Date: \_\_\_\_\_

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

Date: \_\_\_\_\_