

EMPLOYMENT AGREEMENT

Chapman and Lewis Inc.
3986 Evercrest Street, Suite 150, Kampala, Uganda
Offer date: October 31, 2025

This Employment Agreement (the 'Agreement') is made between Chapman and Lewis Inc. (the 'Company') and Scarlett Ortiz (the 'Employee') and records the following terms.

1. Position

The Company hires the Employee on a full-time basis as Coordinator in the Finance department, reporting to the Finance Manager, effective November 18, 2025.

2. Salary

The Employee will receive an annual base salary of \$38,900.00, net of applicable taxes and withholdings, paid every two weeks (26 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: _____

Scarlett Ortiz -- Employee (EMP-0037)

_____ Date: _____

Alexander Reynolds -- Director of Human Resources, Chapman and Lewis Inc.