

EMPLOYMENT AGREEMENT

Novara and Walker Group
2732 Summerset Avenue, Suite 310, Cambridge, MD
Offer date: October 01, 2025

This Employment Agreement (the 'Agreement') is entered into between Novara and Walker Group (the 'Company') and Michael Anderson (the 'Employee').

1. Position and Start Date

The Company offers the Employee the full-time position of Director in the IT department, reporting to the IT Manager. The Employee's start date is October 11, 2025.

2. Compensation

The Employee's annual base salary is \$134,600.00, less applicable taxes and withholdings, paid every two weeks (26 pay periods). Salary is reviewed annually under the Company's merit and performance policies.

3. Benefits

The Employee may participate in the Company's standard benefit programs, including medical, dental, and vision coverage, a 401(k) plan with Company match, and paid time off, subject to the applicable plan documents.

4. At-Will Employment

Employment is at-will. Either the Employee or the Company may end the relationship at any time, with or without cause and with or without notice, subject to applicable law.

5. Confidentiality

The Employee agrees to protect the Company's confidential and proprietary information and to comply with its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

Michael Anderson -- Employee (EMP-0038)

_____ Date: _____

Olivia Campbell -- Director of Human Resources, Novara and Walker Group