

EMPLOYMENT AGREEMENT

Novara and Walker Group
2732 Summerset Avenue, Suite 310, Cambridge, MD
Offer date: July 10, 2025

This Employment Agreement (the 'Agreement') is made between Novara and Walker Group (the 'Company') and Bilal Delgado (the 'Employee') and records the following terms.

1. Position

The Company hires the Employee on a full-time basis as Sr Analyst in the Finance department, reporting to the Finance Manager, effective July 20, 2025.

2. Salary

The Employee will receive an annual base salary of \$76,900.00, 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: _____

Bilal Delgado -- Employee (EMP-0040)

_____ Date: _____

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