

EMPLOYMENT AGREEMENT

Novara and Walker Group
2732 Summerset Avenue, Suite 310, Cambridge, MD
Offer date: May 24, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Novara and Walker Group (the 'Company') to Luca Chapman (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Analyst in IT, reporting to the IT Manager, commencing June 07, 2025.

2. Compensation

Annual base pay is \$61,400.00, 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: _____
Luca Chapman -- Employee (EMP-0041)

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