

EMPLOYMENT AGREEMENT

Delgado and Castillo Ltd.
8910 Northstar Street, Suite 310, Breaux Bridge, LA
Offer date: July 03, 2025

By this Agreement (the 'Agreement'), Delgado and Castillo Ltd. (the 'Company') offers employment to Mia Wheeler (the 'Employee') on the terms below.

Article 1 -- Appointment

The Employee accepts the full-time role of Sr Analyst in Sales, reporting to the Sales Manager, with a commencement date of July 18, 2025.

Article 2 -- Remuneration

The annual base salary is \$64,100.00, less statutory and elected withholdings, paid on the 15th and last day of each month (24 pay periods), and is reviewed each year under the Company's performance and merit framework.

Article 3 -- Benefits

Subject to the governing plan documents, the Employee may enroll in medical, dental, and vision coverage, a 401(k) with Company matching, and paid leave.

Article 4 -- At-Will Status

Employment is at-will; either party may conclude it at any time, for any lawful reason, with or without notice.

Article 5 -- Confidentiality

The Employee shall safeguard the Company's confidential and proprietary information and adhere to its security and code-of-conduct requirements.

Accepted and agreed:

_____ Date: _____
Mia Wheeler -- Employee (EMP-0041)

_____ Date: _____
Luca Carpenter -- Director of Human Resources, Delgado and Castillo Ltd.