Full-Time Employment Agreement

Parties:

This Full-Time Employment Agreement ("Agreement") is entered into between:

InnovateTech Solutions Inc., a corporation organized and existing under the laws of New York, with its principal place of business located at 456 Innovation Avenue, New York, NY 10001 (hereinafter referred to as the "Company"),

and

James Anderson, an individual employed under the laws of New York, with a residential address at 789 Oak Street, Brooklyn, NY 11201 (hereinafter referred to as the "Employee").

Position and Duties:

The Company hereby employs the Employee in the position of Senior Marketing Manager on a full-time basis. The Employee agrees to develop marketing strategies, oversee campaigns, and collaborate with internal and external stakeholders to drive brand awareness and revenue growth.

Term of Employment:

The employment under this Agreement shall commence on September 1, 2025, and shall continue until terminated by either party in accordance with the terms herein. The initial term of employment shall be two years, terminating on August 31, 2027.

Salary:

The Company agrees to pay the Employee a salary of $110,000 USD per annum. Salary payments will be made on a bi-weekly basis, with the first payment occurring on September 15, 2025. The Employee's salary will be subject to applicable withholdings and deductions. Payment to be made to employees USDC address: **0x9047927b42e6e531d1d6f6dc29a9ca626dc57f88.**

Benefits:

In addition to the salary, the Employee shall be entitled to participate in the Company's employee benefits program, including health insurance, dental coverage, and a 401(k) retirement savings plan with employer matching.

Performance Review:

The Employee's performance will be reviewed annually by the Company's management team. Performance evaluations may result in salary increases, bonuses, or other forms of recognition for exceptional performance.

Termination:

Either party may terminate this Agreement at any time, with or without cause, upon providing written notice to the other party. The notice period for termination shall be 30 days. Upon termination, the Employee shall be entitled to receive any accrued but unpaid salary up to the termination date.

Confidentiality:

The Employee agrees to maintain strict confidentiality regarding all proprietary information of the Company, both during and after the term of employment.

Governing Law:

This Agreement shall be governed by and construed in accordance with the laws of the State of New York.

Entire Agreement:

This Agreement constitutes the entire understanding between the parties concerning the subject matter hereof and supersedes all prior agreements and understandings, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

InnovateTech Solutions Inc.

By: Samantha White

Name: Samantha White

Title: Chief Executive Officer

Date: September 1, 2025

James Anderson

By: James Anderson

Name: James Anderson

Date: September 1, 2025

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