Fixed-Term Employment Contract

Between Tech Innovations Ltd. (Hereinafter referred to as "Employer")

And Benjamin Martinez Address: 456 Cedar Street, Hilltop, ABC (Hereinafter referred to as "Employee")

Position and Duties The Employer hereby employs the Employee on a full-time basis as a Software Engineer. The Employee agrees to perform the duties and responsibilities as required by the Employer faithfully and to the best of their ability.

Term of Employment The employment under this contract shall commence on May 1, 2025, and shall terminate on April 30, 2026, unless earlier terminated in accordance with this contract.

Salary The Employer agrees to pay the Employee a salary of $90,000 USD per annum, payable monthly in USDC tokens to the Employee's designated wallet address **0x8bb6cae3f1cada07dd14ba951e02886ea6bba183**. Payment will be made no later than the 5th day of each month.

Performance Review The Employee's performance will be reviewed annually, and salary adjustments may be made at the discretion of the Employer based on performance metrics.

Termination Either party may terminate this contract before the expiry of the term by providing a 30-day written notice. Upon termination, the Employee will be entitled to receive the salary accrued up until the termination date.

Confidentiality The Employee shall maintain confidentiality during and after the term of employment regarding all proprietary information of the Employer.

Governing Law This contract shall be governed by the laws of the jurisdiction where the Employer is located.

IN WITNESS WHEREOF, the parties hereto have executed this contract as of the last date written below.

Employer Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_