**Full-Time Employment Agreement**

**Parties:**

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

**TechPioneer Solutions Inc.**, a corporation organized and existing under the laws of California, with its principal place of business located at 789 Pioneer Avenue, San Francisco, CA 94105 (hereinafter referred to as the "Company"),

and

**Sophia Martinez**, an individual employed under the laws of California, with a residential address at 456 Elm Street, Los Angeles, CA 90001 (hereinafter referred to as the "Employee").

**Position and Duties:**

The Company hereby employs the Employee in the position of Senior UX Designer on a full-time basis. The Employee agrees to conceptualize and design user experiences, conduct user research, and collaborate with cross-functional teams to create intuitive and engaging digital products.

**Term of Employment:**

The employment under this Agreement shall commence on October 1, 2025, and shall continue until terminated by either party in accordance with the terms herein. The initial term of employment shall be three years, terminating on September 30, 2028.

**Salary:**

The Company agrees to pay the Employee a salary of $130,000 USD per annum. Salary payments will be made on a bi-weekly basis, with the first payment occurring on October 15, 2025. The Employee's salary will be subject to applicable withholdings and deductions. Payment to be made to employees USDC address: **0x9b64203878f24eb0cdf55c8c6fa7d08ba0cf77e5.**

**Benefits:**

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

**Performance Review:**

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

**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 California.

**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.

**TechPioneer Solutions Inc.**

By: David Thompson

Name: David Thompson

Title: Chief Executive Officer

Date: October 1, 2025

**Sophia Martinez**

By: Sophia Martinez

Name: Sophia Martinez

Date: October 1, 2025