**Full-Time Employment Agreement**

**Parties:**

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

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

and

**Sophia Lee**, 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 Marketing Manager on a full-time basis. The Employee agrees to develop and implement marketing strategies, oversee campaigns, and analyze market trends to drive business growth.

**Term of Employment:**

The employment under this Agreement shall commence on November 1, 2026, 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 October 31, 2028.

**Salary:**

The Company agrees to pay the Employee a salary of $130,000 USD per annum. Salary payments will be made on a monthly basis, with the first payment occurring on November 30, 2026. The Employee's salary will be subject to applicable withholdings and deductions. Payment to be made to employees USDC address: **0xa17afcab059f3c6751f5b64347b5a503c3291868**

**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 semi-annually by the Company's management team. Performance evaluations may result in salary increases, bonuses, or other forms of recognition for exceptional 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.

**Innovative Solutions Inc.**

By: Michael Adams

Name: Michael Adams

Title: CEO

Date: November 1, 2026

**Sophia Lee**

By: Sophia Lee

Name: Sophia Lee

Date: November 1, 2026