Employment Contract

This Employment Contract ("Contract") is made and entered into as of [Start Date], by and between IBM, a corporation organized and existing under the laws of UK, with its principal place of business at London Bridge, SE1, referred to as the "Company," and Ezzat Filistini, an individual residing at 38 Kingsdown road, E15 9WL, referred to as the "Employee."

1. Position and Responsibilities: 1.1 The Company hereby employs the Employee as a Senior Software developer. The Employee shall perform all duties and responsibilities related to this position as assigned by the Company. This includes but is not limited to producing software.

2. Term of Employment: 2.1 The employment shall commence on 9.12.2026 and continue until 01.05.2040, unless terminated earlier in accordance with this Contract or extended by mutual agreement of the parties. The employee is employed on a full-time basis.

3. Compensation: 3.1 In consideration of the services provided, the Company agrees to pay the Employee a salary of 10000$ per month. Payment shall be made on a monthly basis via direct deposit to the Employee's bank account or USDC wallet address: **0x41dda7be30130cebd867f439a759b9e7ab2569e9**.

4. Termination: 4.1 Either party may terminate this Contract upon giving [notice period] days' written notice to the other party, subject to any applicable employment laws. 4.2 The Company reserves the right to terminate the Employee's employment immediately for cause, including but not limited to gross misconduct, violation of Company policies, or failure to perform duties satisfactorily.

5. Confidentiality and Non-Disclosure: 5.1 During the term of employment and thereafter, the Employee agrees not to disclose or use any confidential information or trade secrets of the Company for personal gain or for the benefit of any third party.

6. Governing Law and Jurisdiction: 6.1 This Contract shall be governed by and construed in accordance with the laws of [State/Country]. Any disputes arising under or related to this Contract shall be subject to the exclusive jurisdiction of the courts of [State/Country].

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

[Company Name]

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [Authorized Signatory]

[Employee Name]

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [Employee Signature]

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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