

Agreement for Employment

This Agreement for Employment ("Agreement") is entered into this July 20, 2025, by and between:

- Employer: DataSolutions Group, Inc., an entity organized under the laws of California, with its principal place of business at 321 Data Lane, San Francisco, CA 94107 ("Employer").
- Employee: Emily Fernandez, residing at 654 Tech Avenue, Palo Alto, CA 94301 ("Employee").

1 Position and Duties

The Employer agrees to employ the Employee as a Data Analyst. The Employee shall be responsible for collecting, interpreting, and analyzing data to provide insights and support business decision-making. Specific duties include developing and implementing data analysis methodologies, preparing reports, and presenting findings to stakeholders. The Employee agrees to dedicate all necessary time and effort to fulfill these responsibilities.

2 Compensation Terms

The Employee's annual compensation shall be USD 75,000, payable in biweekly installments. This compensation is subject to deductions required by law and any other pre-authorized deductions.

3 Work Schedule

The Employee shall adhere to a regular full-time work schedule of 40 hours per week, typically from Monday to Friday. The Employer may require adjustments to the Employee's schedule to meet project timelines or business needs, with reasonable prior notice.

4 Vacation Entitlement

The Employee is eligible for 18 days of paid vacation per year, accrued proportionally throughout the year. Vacation requests must be submitted and approved by the appropriate supervisor at least two weeks in advance. Accrued but unused vacation days may be carried over to the following year up to a maximum of 5 days.

5 Paid Sick Leave

The Employee is entitled to accrue paid sick leave in accordance with California law, currently set at one hour of sick leave for every 30 hours worked, up to a maximum accrual of 48 hours or six days per year.

6 Termination Conditions

Either party may terminate this Agreement with 30 days' written notice. The Employer may terminate this Agreement immediately for cause, which shall include, but not be limited to, fraud, theft, or insubordination. In the event of termination by the Employer without cause, the Employee will be entitled to one month's salary as severance pay, in addition to any accrued but unused vacation time.

7 Confidentiality and Non-Disclosure

The Employee agrees to maintain strict confidentiality of all Employer's proprietary information, intellectual property, and trade secrets, both during and after the term of employment.

8 Non-Compete and Non-Solicitation

For a period of one year post-termination, the Employee agrees not to engage in or participate in any business that is directly competitive with the Employer's within a 50-mile radius, nor shall the Employee solicit any of the Employer's employees or clients.

9 Liability and Indemnification

The Employer shall not be liable to the Employee for any losses or damages arising out of or related to the Employee's performance of duties, except to the extent such losses or damages are caused by the Employer's gross negligence or intentional misconduct.

10 Governing Law

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

11 Arbitration and Dispute Resolution

Any disputes arising from or related to this Agreement shall be resolved through binding arbitration in Santa Clara County, California, in accordance with the rules of the American Arbitration Association.

12 Entire Agreement

This Agreement represents the entire understanding and agreement between the parties concerning the Employee's employment and supersedes all prior agreements, discussions, or understandings, whether oral or written.

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

Employee Signature

Employer Signature

Date