EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made as of November 29, 2025, between:

DataDrive Analytics Inc. ("Company"), and

The Employee ("Employee")

1. POSITION AND DUTIES

The Company hereby employs Employee as **Senior Machine Learning Engineer**, commencing on December 29, 2025.

Employee shall:

• Lead development of ML models and data pipelines

• Mentor junior engineers and contribute to technical architecture

• Collaborate with product and engineering teams

• Report to the VP of Engineering

2. COMPENSATION

2.1 Base Salary: $165,000 per year, paid bi-weekly

2.2 Annual Bonus: Target 15% of base salary, based on individual and company performance

2.3 Equity: 20,000 stock options with 4-year vesting (25% after year 1, then monthly)

2.4 Sign-On Bonus: $15,000, payable with first paycheck. Must be repaid if Employee leaves within 12 months.

3. BENEFITS

Employee is eligible for:

• Health, dental, and vision insurance (Company pays 90% of premiums)

• 401(k) with 4% company match

• 20 days PTO (increases to 25 days after 3 years)

• 10 paid holidays

• $2,000 annual professional development budget

• Remote work flexibility (2 days/week)

4. CONFIDENTIALITY

Employee agrees to maintain confidentiality of all Company proprietary information, including but not limited to:

• Technical algorithms, source code, and system architectures

• Customer data, business strategies, and financial information

• Product roadmaps and development plans

This obligation survives termination of employment.

5. INTELLECTUAL PROPERTY

All inventions, discoveries, and works created by Employee during employment and relating to Company's business belong exclusively to the Company.

6. NON-COMPETE AND NON-SOLICITATION

6.1 Non-Compete: For 12 months after termination, Employee shall not:

• Work for direct competitors in a similar role

• Start a competing business in the same market segment

Geographic Scope: United States and Canada

6.2 Non-Solicitation: For 18 months after termination, Employee shall not:

- Solicit Company employees to leave

- Solicit Company customers for competing services

7. AT-WILL EMPLOYMENT

This is an at-will employment relationship. Either party may terminate employment at any time, with or without cause, upon 2 weeks written notice.

8. SEVERANCE

If Company terminates Employee without cause:

- 3 months base salary severance

- Extended health benefits for 3 months

- Accelerated vesting of 25% unvested stock options

No severance if termination is for cause or Employee resigns.

9. DISPUTE RESOLUTION

Any disputes shall be resolved through binding arbitration under AAA rules, in San Francisco, California.

10. ENTIRE AGREEMENT

This Agreement supersedes all prior understandings and constitutes the entire agreement between the parties.

IN WITNESS WHEREOF, the parties have executed this Agreement.

COMPANY: DataDrive Analytics Inc.

By: _____

Name: Chief Human Resources Officer

Date: November 29, 2025

EMPLOYEE:

Signature: _____

Date: November 29, 2025