

AMENDMENT TO EMPLOYMENT AGREEMENT

Effective Date: April 05, 2025

PARTIES

Employer: Ramirez-Hardin, a corporation organized under the laws of Idaho

Employee: Angela White, an individual residing in Rodneyhaven, Connecticut

1. PARTIES

This Employment Agreement is entered into between Ramirez-Hardin ("Employer") and Angela White ("Employee").

2. POSITION AND DUTIES

Employee shall serve as Architect and shall perform all duties as reasonably assigned by the Employer. Employee shall report to the Mudlogger and work primarily from Kimberlyview, Maine.

3. COMPENSATION

Employee shall receive an annual base salary of \$138,000 USD, payable in bi-weekly installments. Additionally, Employee shall be eligible for an annual performance bonus of up to 15% of base salary. Salary reviews shall occur annually on the anniversary of the Start Date.

4. BENEFITS

Employee shall be entitled to 18 days of paid vacation per year, plus standard company holidays. Unused vacation days may be carried over to the next year, up to a maximum of 5 days. Employee shall be eligible for the company health insurance plan after 60 days of employment.

5. TERMINATION

Either party may terminate this Agreement with 60 days written notice. Employer may terminate immediately for cause, including but not limited to: misconduct, breach of confidentiality, or failure to perform duties. Upon termination without cause, Employee shall receive severance pay equal to 2 weeks salary for each year of service.

6. CONFIDENTIALITY

Employee agrees to maintain strict confidentiality of all proprietary information, trade secrets, and business strategies of the Employer, both during and after employment.

7. NON-COMPETE

For a period of 6 months following termination, Employee shall not engage in any business that directly competes with Employer within a 25-mile radius of the Employee's primary work location. This restriction shall not apply if Employee is terminated without cause.

8. GOVERNING LAW

This Agreement shall be governed by the laws of the State of Kentucky, without regard to conflicts of law principles.

SIGNATURES

Ramirez-Hardin, by authorized representative

Date: _____

Angela White

Date: _____