

EMPLOYEE REMOTE WORK CONTRACT

Parties

This EMPLOYEE REMOTE WORK CONTRACT ("Contract"), made as of July 24, 2021, is by and between **Peter M. Townsend** of **Innovate Corp**, at 92 Homer Avenue, Helena, Georgia 31037 ("Company"), and **Tomas U. Britton** of 1200 Irwinton Avenue, Helena, Georgia 31037 ("Employee"), collectively referred to as "Parties" and individually as "Party."

WHEREAS the Company hereby engages the Employee to a temporary, full-time remote work assignment as a precautionary measure to the health and safety risks of the global pandemic. This work arrangement will consistently be subject to reviews by the management during the period in which social distancing is strongly advised by government authorities.

IN CONSIDERATION of the promises and other good and valuable consideration, the sufficiency and receipt of which are hereby acknowledged, the Parties agree to the terms as follows:

Terms and Conditions

- **TERM AND TERMINATION.**

This Contract will take effect on the Effective Date and will continue in full force and effect until a termination advisory is given.

- **CONSIDERATION AND PAYMENT.**

The Employee's salary, sick leave benefits, retirement, vacation, and insurance coverage will remain. The salary will still be remitted every 15th and the 30th of the month. Furthermore, the Employee will still receive an electronic payslip three (3) days prior to the payday, which will contain a breakdown of the pay period's compensation.

- **REPRESENTATIONS AND WARRANTIES.**

The Company's representations and warranties contained herein will remain true and correct as of the Effective Date and Termination Date of this Contract.

- **CONFIDENTIALITY.**

All information discussed herein is confidential. Both Parties agree to treat the said information in the same degree and manner of care.

- **ASSIGNMENT.**

This Contract is exclusively for the undersigned Employee and must not be assigned. The specifications indicated herein are tailored according to the current role, obligations, and compensation, as stated in the Employee's Employment Agreement.

- **NOTICES.**

Notices and other forms of communication will be sent to the Employee's email address. Actions required by the management stated in the notice will be carried out immediately within twenty-four (24) hours upon receipt.

- **APPLICABLE LAW.**

This Contract and its terms will be governed by and construed under the laws of the state of Georgia, where both Parties currently reside.

Signature

Company Representative

Employee