



Contract of Employment

NORTHMOOR INDUSTRIAL GROUP, INC. AND PRIYA N. RAGHUNATHAN

EMPLOYER

Northmoor Industrial Group, Inc.
418 Ellingham Road, Suite 300
Rochester, NY 14604
EIN 16-1904472

EMPLOYEE

Priya N. Raghunathan
2208 Wexford Lane, Apt. 6
Pittsford, NY 14534

PARTICULARS

Agreement dated 07 September 2026
Start date 05 October 2026
Reference EMP-2026-0113

This agreement is made between the Employer and the Employee named above. It sets out the terms on which the Employee is engaged and, together with the documents it refers to, forms the entire agreement between the parties on the subject of the Employee's employment.

1 Appointment and term

- 1.1** The Employee is appointed Quality Systems Manager, reporting to the Vice President, Operations. Employment begins on 5 October 2026 and continues until terminated in accordance with clause 9.
- 1.2** The first ninety days constitute a probationary period, during which either party may terminate on one week's written notice. The Employer may extend the probationary period once, by not more than sixty days, on written notice given before it expires.
- 1.3** Employment is conditional on satisfactory references, evidence of the Employee's right to work in the United States, and completion of the pre-employment screening described in schedule B.

2 Duties

- 2.1** The Employee shall carry out the duties set out in the position description at schedule A, together with any other duties reasonably assigned that are consistent with the position and the Employee's skills.
- 2.2** The Employee shall devote substantially all working time and attention to the business of the Employer and shall not, without written consent, engage in any other employment or business that competes with the Employer or that could reasonably interfere with the performance of these duties.
- 2.3** The Employee's normal place of work is the Lyell Avenue plant, Rochester, New York. The Employee may be required to travel to customer and supplier sites; travel is expected to average four days a month and is reimbursed under policy FIN-22.

3 Hours of work

- 3.1** Normal hours are forty per week, Monday to Friday, between 7.00 a.m. and 4.00 p.m., with an unpaid meal break of thirty minutes.
- 3.2** The position is exempt from overtime under applicable law. The Employee acknowledges that the duties may from time to time require hours beyond those in clause 3.1 and that no additional payment is due for them.

CONTINUED ON PAGE 2 — CLAUSES 4 TO 8

4 Remuneration

- 4.1 The Employee's annual base salary is 96,000 dollars, payable semi-monthly in arrears by direct deposit, subject to lawful withholding and to the deductions authorised in schedule C.
- 4.2 Salary is reviewed each March. A review does not oblige the Employer to make any increase.
- 4.3 The Employee participates in the annual incentive plan with a target award of ten percent of base salary, payable in March for the preceding calendar year and conditional on the Employee being in employment and not under notice on the payment date. Awards are calculated under the plan rules in force for the year in question.
- 4.4 The Employer may deduct from any payment due to the Employee any sum the Employee owes it, including advances, over-payments and the cost of unreturned property, to the extent permitted by law.

5 Benefits and leave

- 5.1 The Employee is eligible for the medical, dental and life insurance plans from the first of the month following the start date, and for the 401(k) plan after ninety days' service, with an Employer match of three percent of eligible earnings.
- 5.2 Paid vacation accrues at 6.67 hours per semi-monthly period, being twenty days a year, rising to twenty-five days after five years' service. Not more than forty hours may be carried into a following calendar year.
- 5.3 Sick leave accrues at the statutory rate. The Employee shall notify the immediate supervisor before the start of the shift on the first day of absence and shall provide a physician's certificate for any absence exceeding three consecutive working days.
- 5.4 Benefit plans are provided under documents that govern in the event of any inconsistency with this agreement, and the Employer may change or withdraw any plan on reasonable notice.

6 Confidentiality

- 6.1 The Employee shall not, during employment or afterwards, use or disclose any confidential information of the Employer or of its customers and suppliers, except as required in the proper performance of duties or by law.
- 6.2 Confidential information includes drawings, process specifications, quality records, pricing, supplier terms, customer lists and any information marked confidential or that a reasonable person would understand to be confidential.
- 6.3 Nothing in this clause prevents the Employee from reporting a suspected violation of law to a government agency, from participating in an agency investigation, or from making any disclosure protected by law.

7 Intellectual property

- 7.1 All inventions, drawings, software and other works made by the Employee in the course of employment and relating to the Employer's business belong to the Employer, and the Employee assigns all such rights to it.
- 7.2 The Employee shall promptly disclose any such work and shall sign the documents reasonably required to record or register the Employer's ownership, at the Employer's expense.

8 Restrictions after employment

- 8.1 For six months after employment ends, the Employee shall not solicit the business of any customer with whom the Employee dealt materially in the final twelve months of employment, in respect of products or services competing with those the Employer supplied to that customer.
- 8.2 For six months after employment ends, the Employee shall not induce any employee of the Employer holding a supervisory or professional position to leave that employment.
- 8.3 The parties consider these restrictions reasonable and necessary to protect the Employer's legitimate interests. If any restriction is held unenforceable, it shall be treated as reduced to the extent required to make it enforceable.

CONTINUED ON PAGE 3 — CLAUSES 9 TO 13 AND EXECUTION

9 Termination

- 9.1** After probation, either party may terminate this agreement on four weeks' written notice. The Employer may pay salary in lieu of all or part of the notice period.
- 9.2** The Employer may terminate without notice for gross misconduct, including dishonesty, wilful breach of safety rules, falsification of quality records, or conduct materially damaging to the Employer's reputation.
- 9.3** On termination the Employee shall return all property of the Employer, including documents, drawings, keys, badges, computing equipment and any copies, and shall confirm in writing that no confidential information has been retained.
- 9.4** The Employer may place the Employee on paid garden leave during any notice period and may require the Employee not to attend the premises or contact customers, suppliers or employees during it.

10 Health, safety and policies

- 10.1** The Employee shall comply with the Employer's health and safety rules and with the policies listed in schedule D, as amended from time to time. The policies do not form part of this agreement.
- 10.2** The Employee shall wear the personal protective equipment required in designated areas of the plant and shall report every accident, near miss and unsafe condition on the day it occurs.

11 Data

- 11.1** The Employer processes personal data about the Employee for the purposes of employment administration, payroll, benefits and legal compliance, as described in the employee privacy notice at schedule E.

12 Entire agreement and variation

- 12.1** This agreement and its schedules supersede all prior agreements, offers and representations relating to the Employee's employment, including the offer letter dated 24 August 2026 except as to the particulars it records.
- 12.2** No variation is effective unless made in writing and signed by both parties, save that the Employer may amend the schedules on thirty days' written notice where required by law or by a change in plan terms.

13 Governing law

- 13.1** This agreement is governed by the laws of the State of New York. The parties submit to the exclusive jurisdiction of the state and federal courts sitting in Monroe County, New York.

Executed as of the date first written above. The Employee confirms having read this agreement, having had the opportunity to take independent advice on it, and accepting its terms.

FOR THE EMPLOYER

THE EMPLOYEE

SIGNATURE

SIGNATURE

Name Elaine T. Bhatt
Title Director, Human Resources
Date _____

Name Priya N. Raghunathan
Title Quality Systems Manager
Date _____

SCHEDULES A Position description · B Pre-employment screening · C Authorised deductions · D Policy list · E Privacy notice

Initials _____ / _____