

## ***EMPLOYMENT AGREEMENT***

The present Employment Agreement ("Agreement") is entered into with effect from Tuesday, April 15, 2025 by and between LOGISTICS CAMPS , CORP ("LOGISTICS CAMPS"), of 1603 PALERMO DR, WESTON, FL 33327 and Tovar Francisco("Tovar F"), of 301 Melbourne Dr, Modesto, CALIFORNIA 95357

A. Tovar F. is engaged in the activity of operating an online warehouse ("Warehouse Online Operator") Tovar F. and will primarily perform duties at 301 Melbourne Dr, Modesto, CALIFORNIA 95357

B. LOGISTICS CAMPS expresses the desire to obtain the services of Tovar F

C. Tovar F. agrees to be an employee of LOGISTICS CAMPS

Therefore, the parties have agreed as follows:

### **1. Position and Responsibilities.**

1.1. The Employer hires the Employee for the position of Warehouse Online Operator.

1.2. The Employee undertakes to perform the following responsibilities:

Quality control of incoming goods at the delivery address: 301 Melbourne Dr, Modesto, CALIFORNIA 95357 (Warehouse Online Operator must notify the supervisor in advance of any relocation or change of address, at least 2 weeks before the changes).

Application of the online panel to update the status of incoming goods, entry of receipts and expenditures.

Inspection of goods not meeting established quality standards.

Examination of external damages and defects.

Coordination with the supervisor according to the schedule.

Direct shipment of goods to the warehouse via the logistics carriers FedEx, Usps.

Execution of other job-related duties provided by assignment.

Possibility of assuming additional responsibilities according to the business needs.

### **2. BEST EFFORTS OF EMPLOYEE.**

2.1. Loyalty and Diligence:

Tovar F. undertakes the commitment of utmost loyalty and diligence to fulfill all assigned duties, whether explicit or implicit, in accordance with the terms of this Employment Agreement.

2.2. Best Efforts:

He/She agrees to exert his/her best efforts to efficiently and qualitatively perform all duties aimed at satisfying the online warehouse operator.

2.3 Diverse Responsibilities:

Such responsibilities will be carried out in various locations, as per the needs, requirements of the business, and the capabilities of the online warehouse operator, considering changing time conditions and demands.

#### **2.4 Dynamic Adaptability:**

Tovar F. commits to dynamically adapting to changes, ensuring maximum efficiency, and compliance with the requirements imposed by the online warehouse operator in different situations and business areas.

#### **2.5 Flexibility and Responsiveness:**

He/She will conduct his/her activities with flexibility and responsiveness to changes, contributing to the better satisfaction of the online warehouse operator and the successful implementation of all business processes.

#### **2.6 Continuous Improvement:**

Tovar F. pledges to continuously improve his/her skills and professional level in line with evolving needs, goals, and opportunities of the online warehouse operator.

### **3. Compensation and Payments.**

3.1. The Employer undertakes to pay the Employee a salary at the rate of \$21.00 per hour.

3.2. Payment is made on a monthly basis.

3.3. The calculation of the salary is based on working hours, where each package is equivalent to 20 minutes. Thus, for every three packages, the Employee receives \$21.00.

3.4. In the event of the termination of this Agreement, payments under this clause cease. However, the Employee has the right to receive payments for periods or partial periods that occurred before the termination date and have not yet been paid.

3.5. Additional opportunities for commission payments are provided in accordance with the Employers procedures.

3.6. Accrued vacation will be paid in accordance with state legislation and the Employers standard procedures.

3.7. The Employee has the right to a salary review after the first year of employment, taking into account their performance, effectiveness, and overall contribution to the company's work.

3.8. Accumulated leave will be paid in accordance with state law and the Employers established procedures.

3.9. Clause 3 of this Agreement is included solely for accounting and salary calculation purposes and should not be construed as establishing a minimum or specific term of employment.

### **4. EXPENSE REIMBURSEMENT .**

#### **4.1. Expense Reimbursement Obligations:**

LOGISTICS CAMPS undertakes to reimburse Tovar F. for expenses incurred "out of pocket" in accordance with established policies in effect at various times during the term of this Employment Agreement.

#### 4.2. Types of Reimbursable Expenses:

Under this commitment, reimbursable expenses cover a wide range of materials and supplies, including but not limited to:

- Cardboard boxes
- Tape
- Markers
- Packing paper

#### 4.3. Reimbursement Policies:

Expense reimbursement will be carried out in accordance with the approved policies of LOGISTICS CAMPS, CORP, which may be subject to changes over time. Tovar F. familiarize himself/herself with the current policies and adhere to them in the process of requesting and receiving reimbursement.

#### 4.4. Reimbursement Policies:

The Employee has the right to submit an expense reimbursement claim by providing the necessary documents and confirmations within established deadlines and according to the procedures set by the employer.

#### 4.5. Maximum Amounts and Limitations:

The Employer reserves the right to set maximum amounts and limitations for each type of reimbursable expense in accordance with the financial policy of the company.

#### 4.6. Regular Policy Updates:

The Employee undertakes to regularly review the updated expense reimbursement policies provided by the employer to maintain mutual understanding and compliance with current rules and standards.

### **5. CONFIDENTIALITY.**

#### General Provisions:

Given the nature of LOGISTICS CAMPS, CORPs business, the parties have agreed to the following terms regarding confidentiality issues related to information crucial to operations of the company.

#### 5.1. Definition of Confidential Information:

**Products:** All information about products, including technical specifications, innovations, and technological processes.

**Processes:** Confidential production processes and operational schemes of the company.

**Copyrights:** Any information related to copyrights, patents, or intellectual property of LOGISTICS CAMPS, CORP.

**Customer Lists:** Information about customers, including their contact details, needs, and preferences.

**Expenses:** Data on financial expenditures, budgets, and accounting reports.

**Business Matters:** Information about strategic plans, market research, and long-term goals of the company.

## 5.2. Employee's Obligations:

Non-Disclosure: Tovar F. undertakes not to disclose, transmit, or in any way divulge Confidential Information to third parties without the prior written consent of LOGISTICS CAMPS, CORP.

Confidentiality Maintenance: Tovar F. commits to maintaining strict confidentiality regarding the received information.

## 5.3. Consequences of Violation:

Material Breach: Any violation of confidentiality obligations will be considered a material breach of this Agreement.

Legal and Quittance Measures: Violation of confidentiality may be the basis for the application of legal and/or quittance measures by LOGISTICS CAMPS, CORP to protect its interests.

## 5.4. Termination of Obligations:

Term of Obligations: Confidentiality obligations remain in force both during the term of the Agreement and after its termination.

## 5.5. Exceptions:

Written Consent: Disclosure of Information is allowed only with the prior written consent of LOGISTICS CAMPS, CORP.

# **6. UNAUTHORIZED DISCLOSURE OF INFORMATION.**

## General Provisions:

This section of the Employment Agreement defines the responsibilities of the parties in the event of unauthorized disclosure of confidential information and establishes measures that LOGISTICS CAMPS, CORP can take in case of such breaches.

## 6.1. Disclosure Limitation:

Non-Disclosure Obligation: Tovar F. undertakes not to disclose information that is the subject of confidentiality according to the terms of this Agreement.

## 6.2. Consequences of Violation:

Obtaining a Court Injunction: In the event of information about unauthorized disclosure or a threat of disclosure, LOGISTICS CAMPS, CORP has the right to obtain a court injunction.

Limitation of Disclosure: A court injunction may include limiting Tovar F. from disclosing, either wholly or partially, confidential information.

Prohibition of Service Provision: LOGISTICS CAMPS, CORP may demand a prohibition on Tovar F. providing any services to any party to whom confidential information has been or may be disclosed.

## 6.3. Alternative Means of Protection:

Possibility of Other Means of Protection: The use of other means of protection by LOGISTICS CAMPS, CORP, including claiming damages, is not prohibited by this and is allowed.

## 6.4. Termination of Obligations:

Term of Obligations: The obligations established in this section remain in force both during the term of the Employment Agreement and after its termination.

#### 6.5. Exceptions:

Written Exception: Exceptions to the prohibitions in this section are possible only with the written consent of LOGISTICS CAMPS, CORP.

### **7. BENEFITS.**

After two months of continuous employment, the Employee is entitled to the following maximum benefits:

7.1. Medical Insurance: The Employee will be provided with medical insurance covering essential medical expenses, including consultations, medications, and emergency medical care.

7.2. Vacation Days: The Employee is entitled to additional vacation days starting from the second month of work to maintain health and well-being.

7.4. Training and Development: LOGISTICS CAMPS, CORP provides access to training programs and professional development opportunities to enhance the Employee's skills and career prospects.

7.5. Flexible Schedule: The option of a flexible work schedule is provided for a better balance between the Employee's professional and personal life.

### **8. TERM/TERMINATION.**

#### General Provisions:

This section of the Employment Agreement regulates the terms of the employment relationship and the procedure for its termination, providing the basis for the mutual termination of the agreement.

#### 8.1. Type of Employment Relationship:

Indefinite Term: Tovar F.'s employment relationship under this Agreement will be indefinite and subject to regulation based on the "at-will" conditions by mutual agreement of the parties.

#### 8.2. Termination Procedure:

Initiated by LOGISTICS CAMPS, CORP: The Agreement may be terminated by LOGISTICS CAMPS, CORP after 14 days of written notice.

Initiated by Tovar F. : Tovar F. has the right to terminate the Agreement after 14 days of written notice.

#### 8.3. Conditions for Termination Due to Tovar F.'s Fault:

Without Notice: In case of Tovar F. violating the terms of this Agreement, LOGISTICS CAMPS, CORP has the right to terminate the employment relationship without prior notice.

Compensation: In the event of the termination of the employment relationship due to Tovar F.'s fault, compensation is paid only up to the date of termination.

#### 8.4. Exclusivity of Compensation:

Exclusive Compensation: The payment of compensation under this Agreement is considered exclusive compensation to Tovar F. in the event of the termination of the employment relationship.

#### 8.5. Termination Procedure:

Written Notice: All termination notices must be provided in writing and include a 14-day notice period.

### **9. COMPLIANCE WITH EMPLOYER'S RULES.**

#### General Provisions:

This section of the Employment Agreement outlines the employee's obligations to adhere to the employer's rules and regulations, ensuring efficiency and order in the work process.

#### 9.1. Rule Compliance:

Commitment: Tovar F. expresses full agreement to comply with all rules and regulations established by LOGISTICS CAMPS, CORP during the term of this Employment Agreement.

#### 9.2. Scope:

Comprehensive Coverage: Compliance with LOGISTICS CAMPS, CORP's rules extends to all areas related to Tovar F.'s employment, including but not limited to work ethics, technological standards, and internal procedures.

#### 9.3. Understanding of Rules:

Awareness: Tovar F. acknowledges being provided with complete and clear information regarding all rules and regulations in effect at LOGISTICS CAMPS, CORP.

#### 9.4. Maintenance of Workplace Order:

Creating a Positive Work Environment: Tovar F. commits to creating and maintaining a positive work environment by adhering to established rules and contributing to collective success.

#### 9.5. Sanctions for Violation:

Responsibility: In the event of Tovar F. violating established rules, LOGISTICS CAMPS, CORP reserves the right to apply appropriate sanctions in accordance with internal policies, up to and including the termination of employment.

#### 9.6. Rule Updates:

Tovar F. acknowledges that rules and regulations may be revised and updated by the employer. In such cases, Tovar F. undertakes to promptly familiarize himself/herself with the changes and adhere to them.

#### 9.7. Cooperation:

Active Cooperation: Tovar F.'s cooperation in complying with the rules is considered an essential element of successfully fulfilling job duties and achieving common corporate goals.

### **10. NOTICES.**

## General Provisions:

This section of the Employment Agreement regulates the procedure for notifications between the parties, ensuring timely and reliable information exchange.

### 10.1. Form of Notices:

Written Form: Any notifications stipulated by this Agreement must be formulated in writing.

### 10.2. Delivery of Notices:

Personal Delivery: Notifications are considered delivered when personally handed over between the parties.

Postal Delivery: In the case of postal delivery in the United States, notifications are considered delivered three days after sending, provided postage is paid.

### 10.3. Addresses for Notices:

#### Employer's Address:

LOGISTICS CAMPS  
Jessica Warren  
1603 PALERMO DR  
WESTON  
FL 33327

#### Employee's Address:

Tovar Francisco  
301 Melbourne Dr  
Modesto  
CALIFORNIA 95357

### 10.4. Change of Addresses:

Written Notification: Either party may change its address by providing written notification to the other party.

### 10.5. Methods of Notices:

Parties' Choice: The parties may choose methods of notification, such as email, courier delivery, or other effective means of communication agreed upon by the parties.

### 10.6. Additional Notifications:

Legal Requirements: In the case of legally required notifications, the parties agree to comply with the relevant standards and deadlines set by applicable legislation.

### 10.7. Receipt Confirmation:

Request for Confirmation: If confirmation of receipt is necessary, the parties may request confirmation of notification delivery.

## **11. ENTIRE AGREEMENT.**

## General Provisions:

This section of the Employment Agreement establishes the principle of the entire agreement between the parties and defines the scope of obligations, excluding additional conditions except those explicitly stated in the text.

### 11.1. Agreement Content:

Explicit Establishment: This Agreement is the exclusive and entire agreement between the parties, regulating all aspects of the employment relationship.

### 11.2. Exclusion of Additional Obligations:

Explicitly Stated Obligations: All obligations included in this Agreement are explicitly stated and do not encompass other obligations not directly derived from the text of this document.

### 11.3. Waiver of Addenda:

Mutual Agreement: The parties confirm their waiver of additional conditions and affirm that the content of this Agreement reflects their mutual understanding and consent.

### 11.4. Amendment of the Agreement:

Requirement for Written Agreement: Any changes or additions to this Agreement are valid only with the written agreement of both parties.

### 11.5. Precedence of the Text:

Precedence of This Document: In the event of any discrepancies between the terms of this Agreement and other documents or agreements between the parties, the terms of this Agreement take precedence.

### 11.6. Resolution of Issues:

Comprehensive Agreement: This Agreement resolves all issues related to the employment relationship between the parties and provides a comprehensive and final arrangement for their regulation.

### 11.7. Language of the Agreement:

Exclusion of Other Languages: This Agreement is the primary document, and other languages or interpretations are not considered supplementary or altering its terms.

## **12. AMENDMENT.**

### General Provisions:

This section of the Employment Agreement regulates the procedure for amending this document and stipulates that any changes must be formalized in writing and signed by both parties.

### 12.1. Amendment of the Agreement:

Written Form: Any changes, additions, or modifications to this Agreement are effective only if formulated in writing.

### 12.2. Agreement of Both Parties:

Mandatory Agreement: Any changes, additions, or modifications must be signed and approved by both parties.

### 12.3. Effectiveness of Changes:

Moment of Entry into Force: Changes come into effect from the moment of signing by

both parties and their mutual agreement.

#### 12.4. Rejection of Oral Changes:

Lack of Effectiveness of Oral Changes: Oral changes or agreements have no legal force and do not affect the conditions of this Agreement.

#### 12.5. Recording of Changes:

Document Preservation: Any changes must be recorded in the documentation of the Employment Agreement and stored in accordance with established rules and procedures.

#### 12.6. Exclusion of Oral Agreements:

Exclusion of Oral Agreements: The parties confirm that oral agreements or promises do not alter the conditions of this Agreement.

#### 12.7. Procedure for Changes:

Formulation Procedure: The procedure for changes involves the preparation of additional documents, including written agreements, specifying the specific changes and their legal status.

#### 12.8. Legal Force of Changes:

Legal Force: Any changes have legal force and are applied in accordance with the terms established in the amended Agreement.

### **13. SEVERABILITY.**

#### 13.1. Invalidity or Impossibility

In the event that any provisions of this Agreement are deemed invalid or unenforceable for any reason, it shall not affect the validity or enforceability of the remaining provisions.

#### 13.2. Validity and Enforceability of Remaining Provisions

All remaining provisions shall remain in force and be subject to full enforcement.

#### 13.3. Court Decision

If a court determines that any provision of this Agreement is invalid or unenforceable but finds that limiting it makes it valid or enforceable, such provision shall be deemed written, interpreted, and applied in such a limited manner.

#### 13.4. Preservation of Validity

This severability clause does not affect the validity and enforceability of the other provisions of the Agreement, which remain in full force.

#### 13.5. Judicial Decisions

Court decisions regarding the invalidity or unenforceability of any provisions do not impact other parts of the Agreement, which continue to operate and be enforced.

#### 13.6. Interpretation and Application

All changes or interpretations of this section must be made in accordance with applicable law to maximize the preservation of validity and enforceability of the Agreement provisions.

### **14. WAIVER OF CONTRACTUAL RIGHT.**

#### 14.1. General Provisions

The failure of any party to comply with the provisions of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently demand and enforce strict compliance with each provision of this Agreement.

#### 14.2. Compliance with Rights and Obligations

Waiver of contractual rights in the event of non-compliance by one party with any provision does not deprive that party of the right to demand compliance with all other provisions of the Agreement.

#### 14.3. Subsequent Application

Despite the non-compliance with individual provisions, all other rights and obligations provided by this Agreement retain their legal force and may be applied subsequently.

#### 14.4. Protection of Parties' Interests

Waiver of contractual rights does not exempt the parties from the obligation to protect their rights in the event of a breach, and such waiver does not preclude the possibility of sanctions in accordance with the law.

### **15. APPLICABLE LAW.**

#### 15.1. Choice of Law

This Agreement shall be construed and enforced in accordance with the laws of the state of Florida, United States of America.

#### 15.2. Applicability of Laws

All matters concerning the interpretation, action, and enforcement of the provisions of this Agreement shall be subject to the laws of the state of Florida.

#### 15.3. Dispute Resolution

In the event of disputes related to this Agreement, the parties agree to submit to and abide by the decision of a court competent under the laws of the state of Florida.

#### 15.4. Legal Jurisdiction

All legal proceedings arising from this Agreement will be heard in the courts of the state of Florida, and the parties agree to submit to their jurisdiction.

#### 15.5. Changes to Laws

Any changes to the laws of the state of Florida affecting the interpretation and enforcement of this Agreement will be fully applicable.

#### 15.6. Language of the Agreement

In the event of any discrepancies or inconsistencies between the text of this Agreement and the laws of the state of Florida, the laws of the state of Florida shall prevail.

### **EMPLOYER:**

LOGISTICS CAMPS

By: \_\_\_\_\_  
Jessica Warren  
Chief

Date: 04/15/2025

**AGREED TO AND ACCEPTED.**

**EMPLOYEE:**

\_\_\_\_\_  
Tovar Francisco

Date: \_\_\_\_\_