

Temporary Employment Agreement

| EMPLOYEE INFORMATION (Please complete all fields before signing) | | | |
|--|--------------------------------|--------------------------|-----------|
| Employee Full Name | | Start Date | |
| Address | | Contract End Date | |
| Hourly Rate (\$) | | Pay Schedule | Bi-Weekly |
| Position / Job Title | TLJ Bakery / Staff (Temporary) | | |

This Temporary Employment Contract is between Three Sisters Group LLC d/b/a TOUS les JOURS ("TLJ"), 4243 John Marr Dr, Annandale, VA 22003, Fairfax County, Virginia (hereinafter referred to as "the Company") and the individual identified in the Employee Information table above (hereinafter referred to as "the Temporary Employee").

The terms of this Temporary At-Will Employment Contract are as set forth below:

1. GENERAL TERMS

- This is not a permanent employment contract and under no circumstances may it be construed as such.
- As per the previous point, the Company is not liable to register the Temporary Employee for any statutory deductions normally related to permanent staff.
- The Temporary Employee will be informed in advance should the Temporary Employees services be required.
- The Temporary Employee is hereby notified that should any payments under this contract be considered taxable income, such payments will be reported to the Internal Revenue Service (IRS).

2. TERMS OF WORK

- The Temporary Employee shall perform work as required by the Company either on odd days, weekends or full time and may be required to work overtime. This shall not be construed as a permanent relationship.
- The Temporary Employee may be required to perform work on a temporary basis until the Contract End Date specified in the Employee Information table above. This temporary Contract shall automatically terminate on the Contract End Date.
- The Temporary Employee shall at all times abide by the safety rules, regulations and working conditions of the Company and maintain the highest standard of professionalism and workmanship in accordance with Company Policy.
- Should the labor requirement be reduced for any reason whatsoever, it will be at the employer's discretion as to how the work will be allocated and to whom. These decisions will be based on performance and not necessarily the length of service.
- The Temporary Employee will be informed in advance should the Temporary Employees services be required.
- A daily time sheet will be kept and the Temporary Employee will only be compensated for time worked.
- The Temporary Employee is expected to provide the following services as necessary:

Bakery and cafe services at TOUS les JOURS, including but not limited to: customer service and cashiering; bread, cake, and pastry product display and packaging; production area support (bread slicing, filling, assembly); kitchen prep assistance as directed; store cleaning and sanitation; stock replenishment and inventory support; and any other duties assigned by management.

3. TERMINATION OF CONTRACT

- Either the Temporary Employee or the Employer may end the contract for any reason by giving appropriate written notice of termination.
- Should the Temporary Employee wish to terminate this contract, The Temporary Employee will only be entitled to receive pay for the hours that Temporary Employee worked.
- Should the Temporary Employee be found guilty of violating the Company's Policies and Procedures, then the Temporary Employee will be disciplined accordingly and the Contract could be terminated immediately.
- Any and all disputes or claims between the Company and the Temporary Employee arising out of this contract shall be resolved by submission of the same to a private mediation council of the Company's choice for resolution.

4. PAYMENT

- The Company shall compensate the Temporary Employee at the Hourly Rate specified in the Employee Information table above.
- Temporary Employee will be paid for only the services Temporary Employee provides to Company. If Temporary Employee withdraws the Temporary Employees services for whatever reason, Temporary Employee is not due any payment from Company for work not performed.
- The Temporary Employee will receive payment for services within two weeks of completing the required services. Should the Temporary Employees assistance be required for a period of more than two weeks, the Company will remit payment for services completed at least every two weeks as necessary to deliver full compensation.

5. GOVERNING LAW

This Contract shall be construed under and in accordance with the laws of the Commonwealth of Virginia. The place of employment is located in Fairfax County, Virginia. Any disputes arising under this Contract shall be subject to the jurisdiction of the courts of Fairfax County, Virginia.

6. SHORT-TERM EMPLOYMENT PROTECTIONS

- This Contract is intended solely for short-term, seasonal, or vacation-period employment of two (2) to three (3) months or less in duration. This Contract shall not be construed as an offer or promise of continued, permanent, or recurring seasonal employment.
- The Temporary Employee acknowledges that this Short-Term Employment does not create any expectation of future employment and that the Company retains full discretion to reduce, extend, or conclude the engagement at any time within the contract period.
- Wage Payment Timing - Final Wages (Virginia Code §40.1-29). All wages earned by the Temporary Employee shall be paid in accordance with Virginia Code §40.1-29, including the following mandatory timelines: (i) Termination or Layoff: In the event of involuntary termination or layoff, the Company shall pay all final wages earned by the Temporary Employee no later than the next regular payday following the separation date. (ii) Voluntary Resignation: In the event of voluntary resignation by the Temporary Employee, all final wages shall be paid no later than the earlier of: (A) the next regular payday, or (B) within one (1) month of the last day worked, whichever occurs first.
- Minimum Wage Compliance. All employees shall be paid no less than the applicable Virginia minimum wage in effect at the time of payment, as established by Virginia law and adjusted from time to time pursuant to Virginia Code §40.1-28.10. The Company will comply with all current and future adjustments to the Virginia minimum wage as required by law, and no Temporary Employee shall receive less than the legally mandated rate in effect on any given pay date. In the event the Virginia minimum wage is increased during the term of this Contract, the Temporary Employee's hourly rate shall be adjusted accordingly to remain at or above the applicable legal minimum.

- e. Overtime Compensation (FLSA). The Temporary Employee is classified as a non-exempt hourly employee entitled to overtime pay at one and one-half times (1.5x) the regular rate for all hours worked in excess of forty (40) per workweek, pursuant to the Fair Labor Standards Act (FLSA), 29 U.S.C. §207. Nothing in this Contract shall be interpreted to waive the Temporary Employee's rights to overtime compensation under federal or Virginia law.
- f. FLSA Exempt Salary Threshold (For Reference Only). This provision is included for informational completeness. As the Temporary Employee is classified as non-exempt under the FLSA, the salary-basis exemption thresholds established under 29 C.F.R. §541.600 do not apply to this position. Should the Company reclassify any position as exempt in the future, the applicable minimum salary threshold in effect at that time under 29 C.F.R. §541.600 (as periodically updated by the U.S. Department of Labor) must be met or exceeded before the exemption may be applied.
- g. Workers' Compensation. The Company maintains workers' compensation insurance as required by Virginia Code §65.2-101 et seq. for all employees, including temporary employees. The Temporary Employee shall report any work-related injury to management immediately on the day of occurrence.
- h. Equal Opportunity Employment. The Company is an equal opportunity employer complying with the Virginia Human Rights Act (Virginia Code §2.2-3900 et seq.), Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and all applicable federal and Virginia anti-discrimination laws.

7. MEAL AND REST BREAKS

Virginia law does not mandate rest or meal breaks for employees eighteen (18) years of age or older. The Company voluntarily provides employees working more than eight (8) consecutive hours an opportunity to take a thirty (30) minute unpaid meal break at an operationally appropriate time. Additionally, employees working eight (8) hours or fewer may voluntarily take up to two (2) unpaid rest breaks, not to exceed thirty (30) minutes in total, at an operationally appropriate time. Employees should notify the on-duty manager before taking any such break. Employees should communicate any scheduling needs to the on-duty manager in advance of the break period.

8. TIME-CLOCK SYSTEM, BIOMETRIC DATA, AND PHOTO CONSENT

- a. The Company utilizes an electronic time-clock system for all employees to record work hours. The time-clock system requires: (i) facial recognition; (ii) entry of a personal identification number (PIN); and/or (iii) capture of a photo image at the time of clock-in or clock-out. By signing this Contract, the Temporary Employee acknowledges and consents to these time-clock requirements as a condition of employment.
- b. Data Security and Encryption: The Temporary Employee's facial recognition data and any photo images captured by the time-clock system are NOT stored as plain photograph files. All such data is stored exclusively as encrypted algorithmic data using Apple's proprietary cryptographic encoding technology. The encrypted data cannot be reverse-engineered, reconstructed, or reproduced as a viewable photograph. No identifiable personal photo image is retained in the Company's system, and accordingly the risk of personal photo data being exposed or misused is eliminated by the encryption architecture in use.
- c. Automatic Data Deletion for Short-Term PIN-Based Employees: For Temporary Employees who access the time-clock system using a PIN code, the Company may capture a reference photo at initial enrollment. Such photo data and all associated time-clock reference data for PIN-based employees shall be automatically, completely, and permanently deleted from the system no later than three (3) months from the date of first enrollment, or upon termination of this Contract, whichever occurs first. No manual recovery or retrieval of deleted data is possible after automatic deletion.
- d. Consent and Waiver: By signing this Contract, the Temporary Employee expressly and voluntarily: (i) consents to the collection, processing, and encrypted storage of facial recognition data, PIN data, and any reference photo captures by the Company's time-clock system solely for timekeeping and employment verification purposes; (ii) acknowledges that the Company's use of such technology is implemented in compliance with applicable Virginia and federal privacy law, including Virginia Code §2.2-3800 et seq. and any other applicable statutes; (iii) agrees not to bring any legal claim, lawsuit, or proceeding against the Company arising from or relating to the Company's time-clock facial recognition system, PIN system, or photo capture policy, to the fullest extent permitted by applicable law; and (iv) acknowledges that this consent is a material condition of employment and that prior written notice of biometric data collection has been provided herein before any data is collected.
- e. Note Regarding Virginia Biometric Law: As of the effective date of this Contract, Virginia has not enacted a standalone private-sector biometric information privacy act equivalent to the Illinois BIPA. The Company's biometric timekeeping practices are implemented in good faith and in compliance with applicable Virginia and federal law. The Company will promptly update its practices if Virginia enacts additional biometric privacy legislation requiring further compliance.

9. VERIFICATION

By signing below, the Temporary Employee certifies under the penalty of perjury that the name and address given is the Temporary Employees legal name, address and identification number. The Temporary Employee further indicates this Contract has been read in its entirety and the Temporary Employee clearly understands the expectations and responsibilities of the temporary position.

10. SIGNATORIES

This Contract shall be effective immediately upon the signature of both parties. All personal information is as stated in the Employee Information table at the top of this Contract.

SIGNATURES - By signing below, both parties agree to all terms of this Contract

TEMPORARY EMPLOYEE

COMPANY (Three Sisters Group LLC d/b/a TLJ)

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Date: _____

Date: _____

A signed copy of this Contract will be retained in the employee's file. The employee receives a copy for personal reference.

Attached Documents Required Below Signature (Form I-9 Verification - Reference Guide Only; actual Form I-9 must be completed separately)

| Category | Required Documents |
|---|---|
| U.S. Citizen | U.S. Passport (Original) + Social Security Card (Original) |
| Permanent Resident | Permanent Resident Card (Green Original) + Social Security Card (Original) |
| International Student / Spouse of Visa Holder | Driver's License + Employment Authorization Document or Visa Document + Social Security Card (Original) |
| All Others | REAL ID Driver's License or State ID Card (Original) + Social Security Card (Original) |

All original documents will be copied and returned immediately after verification