

## EMPLOYMENT CONTRACT

BETWEEN: MAXCOTEMA EXPORTS LTD. of  
(hereinafter referred to as "**MAXCOTEMA**")

AND BETWEEN: Benny Hochster, Israeli ID 028793339, of 14b HaGalil st. Bet shemesh Israel  
(hereinafter referred to as "**Benny**")

### 1. The Parties

a. MAXCOTEMA is a company focused on export, sales and distribution of products produced by T.E.M.A. International Srl. of Piazza Grosso 20-21 RGenoa 16133 Italy (hereinafter referred to as "**TEMA**"), and is in need of a sales & marketing director. Registered no. 158808.

b. Benny has offered his services as a sales & marketing director to MAXCOTEMA.

c. MAXCOTEMA is hereby hiring Benny as sales and marketing director, to begin immediately.

### 2. Job Description

a. Benny will be responsible for the MAXCOTEMA's sales and marketing activities. These activities will include finding and locating potential costumers and partners, meeting them, negotiating contracts, generating income and orders, demonstrating products, attending exhibitions and trade shows, drafting sales strategies and tactics, and other activities as defined by MAXCOTEMA management from time to time .

b. Benny will produce sales reports and forecasts as required by management.

c. Benny will report regularly to MAXCOTEMA management.

d. MAXCOTEMA will provide Benny with all tools and education needed .

### 3. Compensation

a. MAXCOTEMA will pay Benny an initial monthly salary of 800 Euro. This amount will be open to discussion after a trial period.

b. Salary will be paid in the form of cash, check, wire or any other form, determined by Benny from time to time.

c. Salary will be paid to Benny no later than the 14<sup>th</sup> of each month.

c. MAXCOTEMA will pay for any direct expenses deriving from Benny's work. These expenses must be pre approved by MAXCOTEMA management.

### 4. Non Disclosure

a. As part of his training and work, Benny will be exposed to some propriety technology, information, documents and know-how.

b. Benny undertakes not to disclose confidential information, acquired through his employment by MAXCOTEMA, to any third party, unless given permission by MAXCOTEMA management in writing.

### 5. Contract Termination

a. Each party may end this contract unilaterally after a 30 day notice given in writing to the other party.

IN WITNESS WHEREOF THE PARTIES HAVE SIGNED:

\_\_\_\_\_  
Benny

\_\_\_\_\_  
MAXCOTEMA

\_\_\_\_\_  
DATE