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Pointe-Claire, August 8, 2025

Xiaozheng Cui
329 87^e Ave
laval, Qc, H7W 3B9
Tel. : 514-473-6785

Dear Mr. Cui

We are pleased to extend in writing our offer of employment with MPB Communications Inc. commencing on August 25, 2025 in the position of Mechanical Assembler.

The salary associated with this position is \$19.00 per hour with 1.50\$/hour premium for the evening shift schedule. A salary review will be performed after 3 months.

The hours worked for the evening shift from 3:00 pm to 11:00 pm evening shift with 7.50 hours per day with a meal period of 30 minutes without pay, for a standard workweek of 37.50 hours.

The first two weeks of employment will be during the day time schedule for the training period. The hours will be confirmed by email but it will vary from 7:30am/8:30am to 3:30pm/4:00pm.

Additionally, after a period of three (3) months, you will be eligible for group benefits, which includes life insurance and accidental death and dismemberment insurance, dependent life insurance, health care insurance, dental care insurance and long-term disability.

You will be entitled to annual paid vacation of ten (10) days after each completed year of continuous and active employment with MPB Communications Inc. The reference year during which employees progressively acquire entitlement to an annual leave with pay at MPB Communications Inc. extends from January 1 to December 31 of the current year.

If you are in agreement with the foregoing offer, would you please kindly acknowledge your acceptance of the foregoing terms and conditions by signing in the space provided below.

Yours truly,

MPB COMMUNICATIONS INC.

AGREED TO AND ACCEPTED:

Julie Grondin

Xiaozheng Cui

Director of New Product Introduction
and Special Projects.

c.c. Nathalie Toupin, HR