



NOBLE EMPLOYMENT AGREEMENT

This **Employment Agreement** (the "Agreement") is made on 05/22/2017 and entered into by and between

Typewrite your name above this line
("Employee")

AND

Noble Group Limited [COMPANY]
18th Floor, China Evergrande Centre
38 Gloucester Road, Hong Kong

WHEREAS the Employer desires to obtain the benefit of the services of the Employee, and the Employee desires to render such services on the terms and conditions set forth.

IN CONSIDERATION of the promises and other good and valuable consideration (the sufficiency and receipt of which are hereby acknowledged) the parties agree as follows:

I. Employment

The Employee agrees that he will at all times faithfully, industriously, and to the best of his skill, ability, experience and talents, perform all of the duties required of his position. In carrying out these duties and responsibilities, the Employee shall comply with all Employer policies, procedures, rules and regulations, both written and oral, as are announced by the Employer from time to time. It is also understood and agreed to by the Employee that his assignment, duties and responsibilities and reporting arrangements may be changed by the Employer in its sole discretion without causing termination of this agreement.

Following 5/27/2016, Employee will start to be employed by the Company pursuant to the terms set forth in this Agreement. Employee's employment with the Company is for no specified .As a result, Employee is free to terminate his employment relationship at any time, with advance notice (14 days), and for any reason or for no reason. Similarly, the Company is free to terminate its employment relationship with Employee at any time, with advance notice (14 days), and with or without cause. Furthermore, although terms and conditions of Employee's employment relationship with the Company may change over time, nothing shall change the at-will employment relationship between Employee and the Company.



II. Position Title: Remote Administrative Assistant

As a Remote Administrative Assistant the Employee is required to perform the following duties and undertake the following responsibilities in a professional manner.

- a. Answer and direct phone calls
- b. Organize and schedule appointments
- c. Plan meetings.
- d. Write and distribute email,
- e. Assist in the preparation of regularly scheduled reports
- f. Develop and maintain a filing system
- g. Update and maintain office policies and procedures
- h. Order office supplies and research new deals and suppliers
- i. Maintain contact lists
- j. Book travel arrangements
- k. Submit and reconcile expense reports
- l. Provide general support to visitors
- m. Act as the point of contact for internal and external clients
- n. Liaise with executive and senior administrative assistants to handle requests and queries from senior managers

Other duties as may arise from time to time and as may be assigned to the employee.

III. Compensation

Base Salary As compensation for the services to be rendered hereunder, Employee shall receive an annual salary of 45,500.00 US Dollars payable at the rate of 3,791.00 US Dollars per month (Monthly Rate). The Monthly Rate shall be paid once a month. The first Monthly Rate will be paid 20 days after the starting date agreed upon herein. Employee may receive such annual increases in Base Salary as may be determined by the Company in its sole discretion on the anniversary of this agreement. Nothing herein requires the Company to increase Employee's salary at any time.

Employee will be entitled to begin accruing the benefits listed in this Section after a period of 30 days of full-time or part-time employment.

Annual Vacation During the Employment Period, Employee shall be eligible to accrue up to 21 days of paid time off ("PTO") per calendar year, in accordance with the Company's PTO policy, as it may be amended from time to time.

Medical Coverage the Company agrees to provide Employee coverage for medical, major medical, and hospital insurance, in accordance with the Company's current plan and benefits. All or a portion



of the cost of such coverage will be the responsibility of Company, in accordance with the Company's standard medical benefits coverage offered to its like-level employees.

Financial & Retirement Employee is eligible to participate in the Company's 401(k) Employee Savings Plan, and Employee Stock Purchase Plan.

IV. Termination

Termination at Will Employee's employment hereunder is at will and may be terminated by either Company or Employee at any time for any reason, with or without cause. A written notice is required for termination; the written notice shall be delivered by the party initiating termination

Termination upon Death Employee's employment hereunder shall terminate upon his death, in which event the Company shall pay to such person as the Employee shall have designated in a written notice filed with the Company, or if no such person shall have been designated to his estate, all salary, amounts due under benefit plans and profit sharing plans, and reimbursement of business expenses through the date of termination.

Termination upon Disability If, as a result of a permanent mental or physical disability, Employee shall have been absent from his duties hereunder on a full-time basis for six (6) consecutive months, ("Disability") and, within thirty (30) days after the Company notifies Employee in writing that it intends to replace him, (which notice can be given at the end of the fifth month during such six-month period), Employee shall not have returned to the complete performance of his duties on a full-time or part-time basis, the Company shall be entitled to terminate Employee's employment. In addition, Employee shall, upon his Disability, have the right to terminate his employment with Company. If such employment is terminated (whether by the Company or Employee) as a result of Employee's Disability,

V. Laws

This agreement shall be governed by the laws of the United States.

Independent Legal Advice

The Employee acknowledges that the Employer has provided the Employee with a reasonable opportunity to obtain independent legal advice with respect to this agreement, and that either:

(a) The Employee has had such independent legal advice prior to executing this agreement, or; (b) The Employee has willingly chosen not to obtain such advice and to execute this agreement without having obtained such advice.

VI. Entire Agreement



This agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

VII. Severability

The parties hereto agree that in the event any article or part thereof of this agreement is held to be unenforceable or invalid then said article or part shall be struck and all remaining provision shall remain in full force and effect.

Signature Page

IN WITNESS WHEREOF, the parties hereto, by their duly authorized officers or other authorized signatory, have executed this Agreement as of the date first above written. This agreement may be signed in counterparts and electronic signatures are treated as original signatures.

“Company”

“Employee”

***Roger
McKenzie***



Roger McKenzie

Accounts

Manager("Company")

Noble Group

Typewrite or Sign Your name above this line.

"Remote Administrative Assistant"