



Christie Digital Systems USA Inc.  
10550 Camden Drive  
Cypress, CA 90630

August 13, 2025

Anthony Ortega  
223 Neely Rd  
Hewitt, Texas 76643

Dear Anthony:

We are pleased to offer you regular, full-time employment with Christie Digital Systems USA, Inc. This offer of employment is extended to you with the understanding that you are able to accept employment with us or any of our affiliates in any capacity and at any location, and that it would not breach or violate any non-competition or other similar agreement between you and your employer, and that as far as your employer is concerned you are free to accept employment with us or any of our affiliates in any capacity and at any location, subject only to any obligation of confidentiality you may have with respect to confidential information of your employer.

This offer is contingent upon the acceptable results of the standard background check, which Christie performs on all prospective employees. When the background screening is completed and is returned with a successful result, we will notify you. The terms of the offer are outlined below and your signature in the space provided indicates your acceptance of our offer on these terms and conditions.

### **Position & Duties**

Christie Digital Systems USA, Inc. offers to employ you in the position of Sr Embedded Software Engineer SW, reporting to Eugene Rodden, Engineering Manager - 209403-Terra Phoenix Engineering. In this position you agree to perform such duties, and any other duties that may be assigned from time to time. You agree to devote your full time, ability, and attention to the business of Christie Digital Systems USA, Inc. during the term of your employment.

Your working location will be considered Remote. Your working hours are typically from 8:00 a.m. to 5:00 p.m., Monday to Friday, but some flexibility and travel may be necessary to meet deadlines. You will be expected to work from your home office and travel to our offices, as well as the offices of our partners and customers on occasion. The first three months of your employment with Christie are considered an evaluation period. This time allows for both you and your supervisor to evaluate your performance.

### **1. Salary & Benefits**

Your hire date will be August 25, 2025. You will be paid at an annual salary of \$ 180,000.00. This position is considered Exempt. Pay is biweekly every other Friday, unless otherwise indicated by Human Resources to accommodate holiday closures. Future compensation may include discretionary bonuses based on Company profitability and individual performance. All compensation is subject to applicable tax deductions, as required by law.

You will be eligible to obtain health benefits under the Christie Digital Systems USA, Inc. benefit plan following a waiting period. The waiting period to obtain health insurance benefits is the first day of the following month of employment. In addition, you will be eligible to participate in the Company's Savings and Retirement (401k) Plan. A 401K notification will be sent to you at the time of your eligibility.

Furthermore, you will be able to begin taking approved time off with pay after the successful completion of your 90-day evaluation period. You will begin to accrue fifteen (15) vacation days per year for the first ten years with a maximum cap of 184 hours, and twenty (20) days per year thereafter, up to a maximum cap of 240 hours. Nine (9) days per year are also granted for bona fide sick time up to a maximum of 160 hours. Sick time accrual is based on state specific guidelines. Please call me to discuss benefits with you in greater detail. Please feel welcome to contact me at (714) 503-3325.

Note: If employment is terminated any time during the year, compensation, if applicable, shall be prorated; other benefits shall apply in accordance with established Christie Digital Systems USA, Inc.'s policies then in effect. Employees must be employed with Christie at the time bonuses are disbursed to be considered eligible to receive one.

### **2. Travel Policies and Business Expense Reimbursement**

Upon commencement of your employment, the Accounts Payable Representative will provide a formal travel and expense policy to you. Please reach out to that department to obtain a copy of the policy.

### 3. Undertaking Regarding Confidentiality, Inventions, Copyrights and Non-Solicitation

Upon your employment with Christie Digital Systems USA, Inc., you will be required to execute the company's Undertaking Regarding Confidentiality, Inventions, Copyrights and Non-Solicitation.

### 4. Confidentiality

The contents of this employment offer are to remain strictly confidential.

### 5. Nature of Employment

Your employment with the Company will be "at will," meaning that either you or Christie Digital Systems USA, Inc. may terminate your employment at any time for any reason, with or without cause.

### 6. Acceptance

If the foregoing terms and conditions of employment are acceptable to you, you may accept this offer of employment at any time prior to the expiration date, by clicking on the **ACCEPT** button and emailing a signed Offer Letter and Confidentiality Agreement to maria.flores@christiedigital.com and to myself at kristen.greene@christiedigital.com.

Anthony, I look forward to you joining Christie Digital Systems USA, Inc. and trust you will find the opportunity both challenging and rewarding.

Sincerely,

Kristen Greene  
Senior Director of Human Resources USA, APAC, LATAM  
Christie Digital Systems USA, Inc.

### Acceptance of Employment

\_\_\_\_\_  
Signature:

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

CC: Eugene Rodden