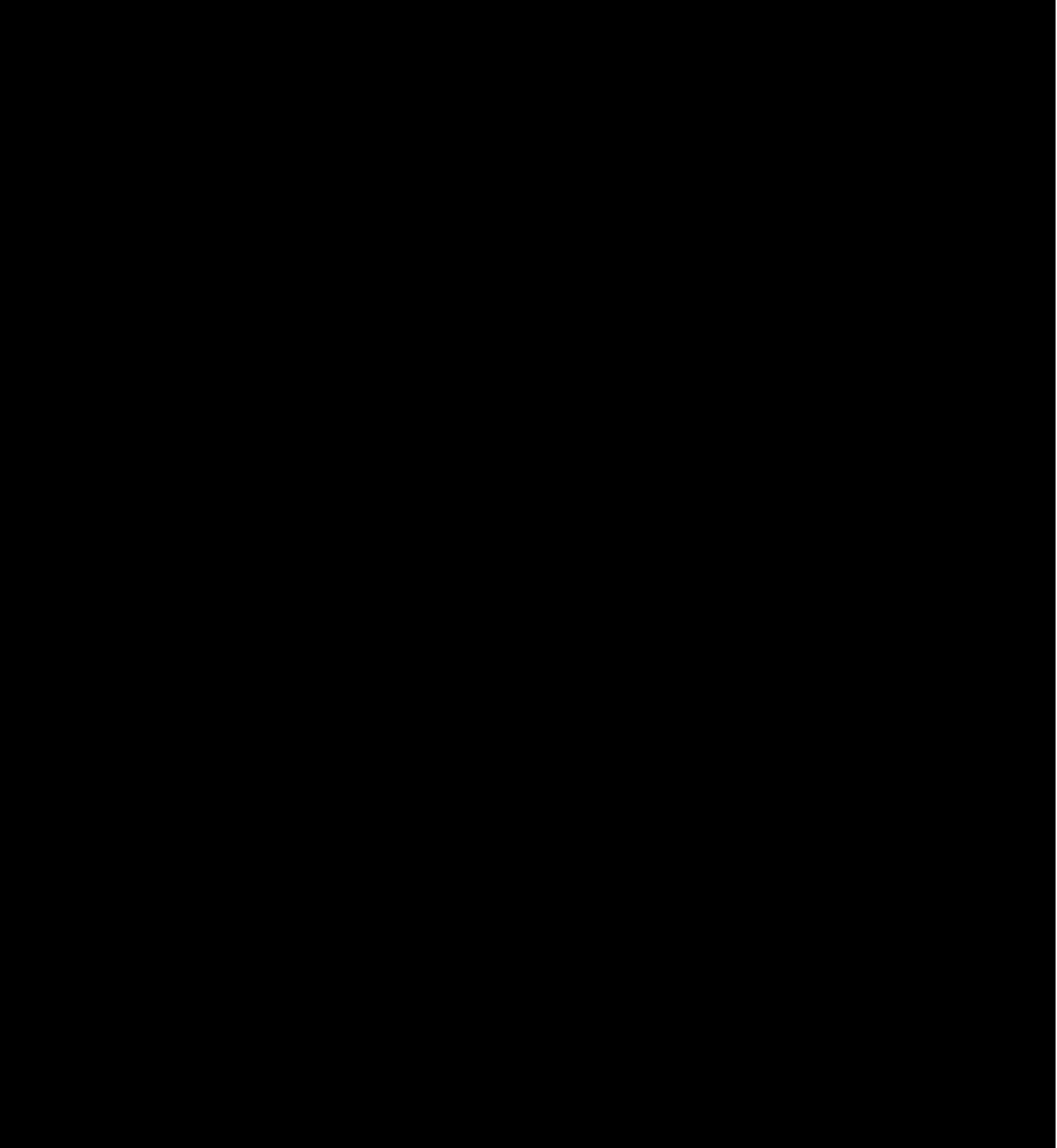
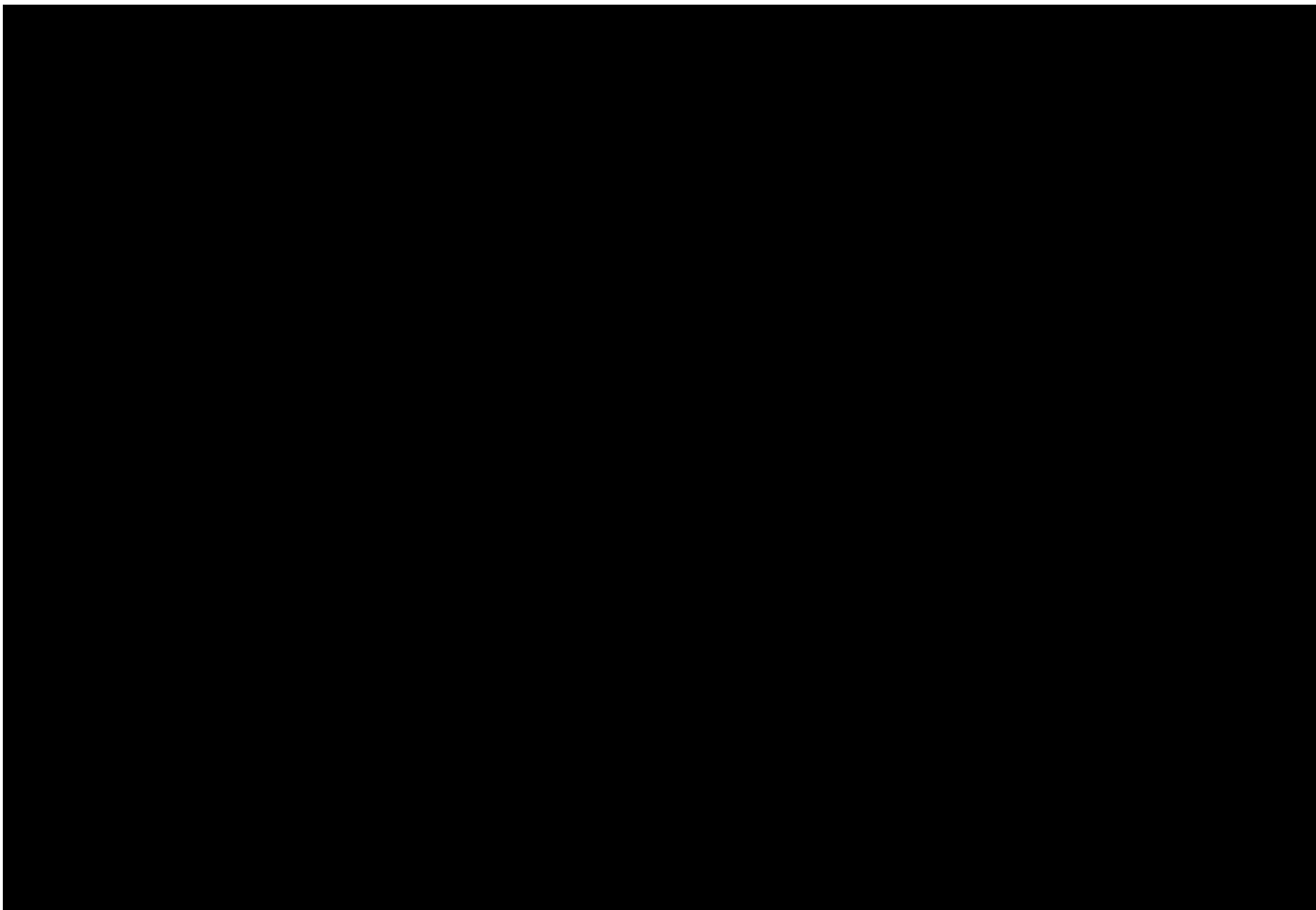
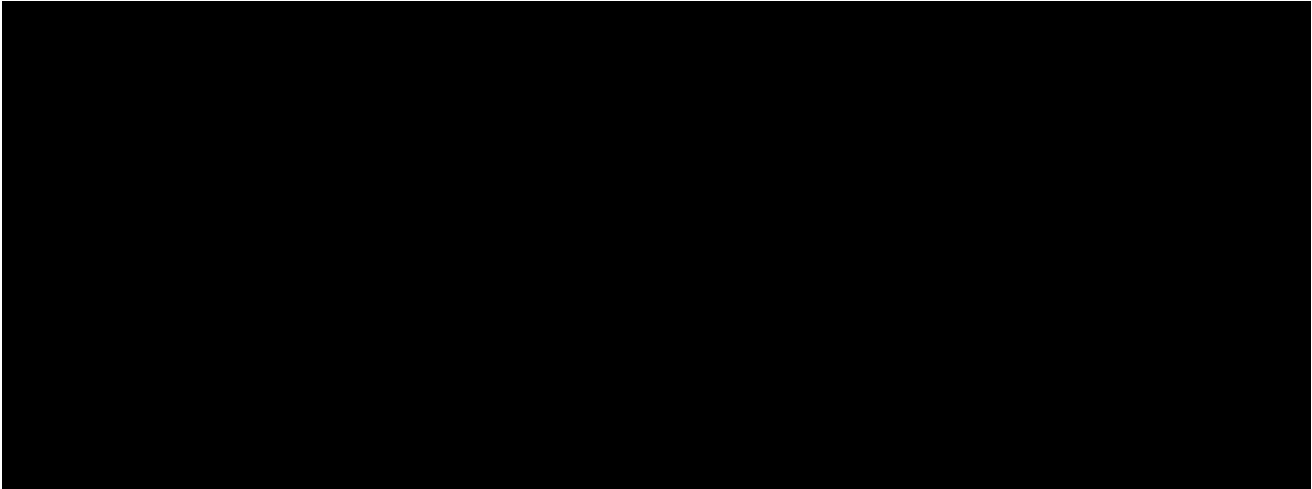
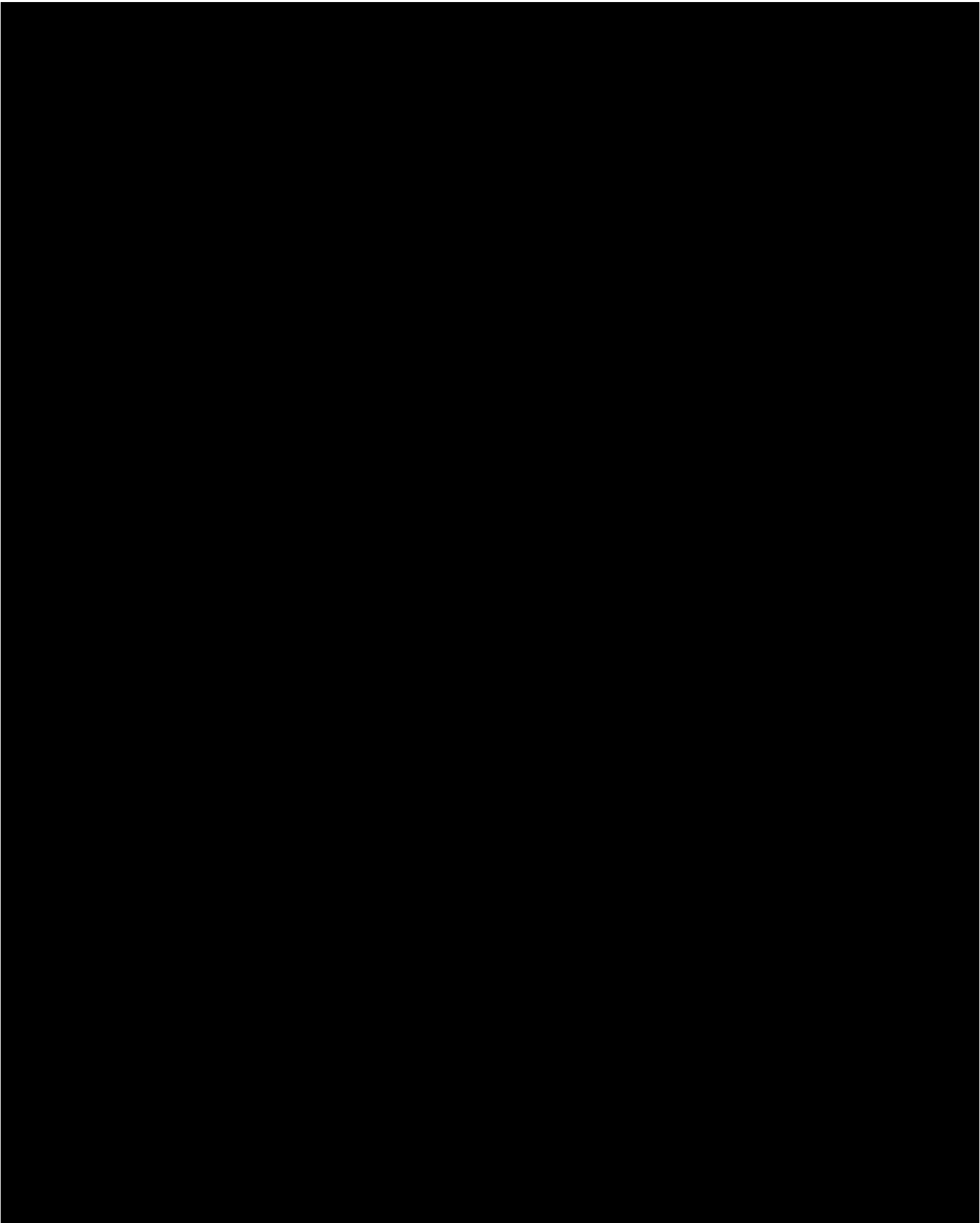


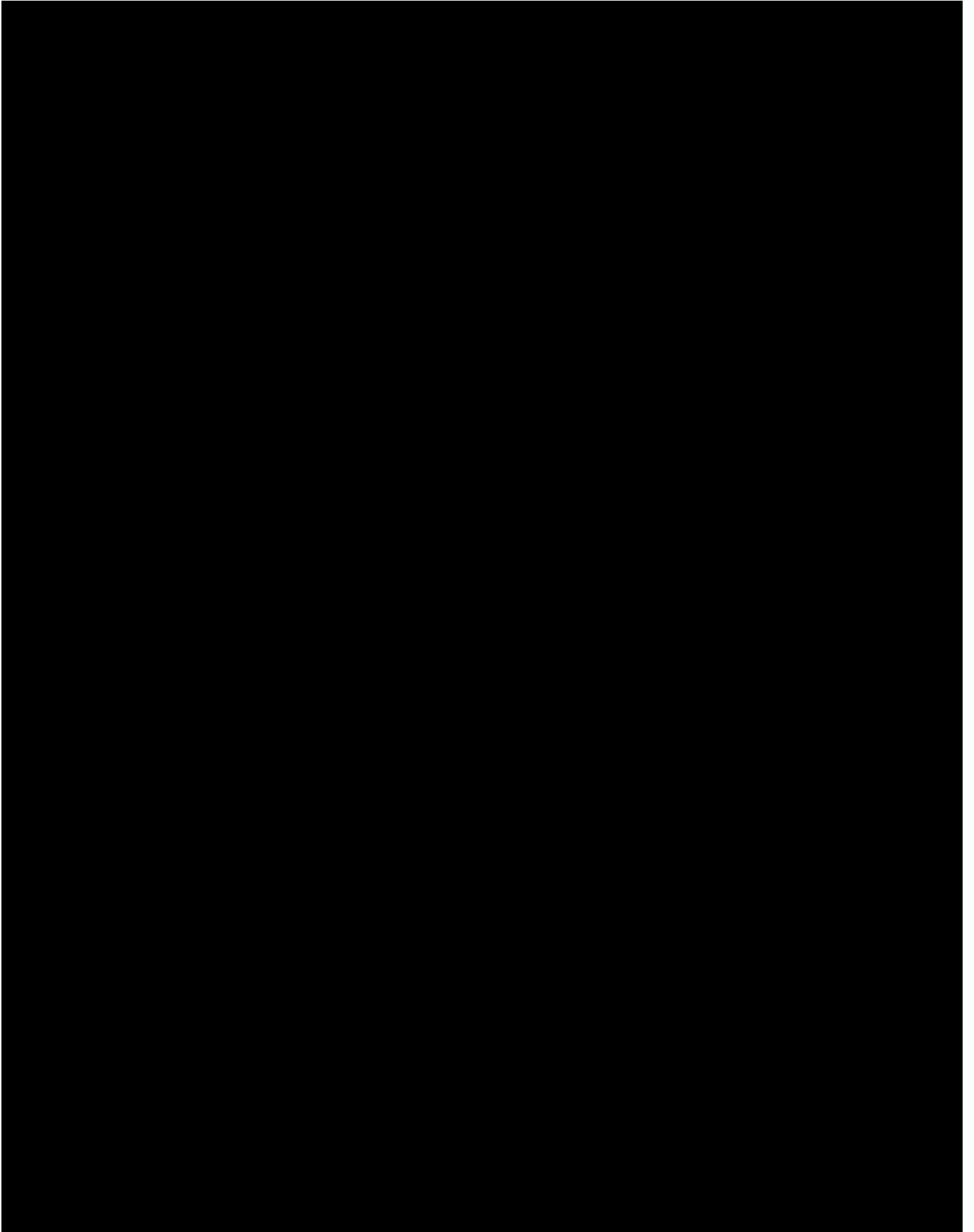
SETTLEMENT AGREEMENT AND GENERAL RELEASE

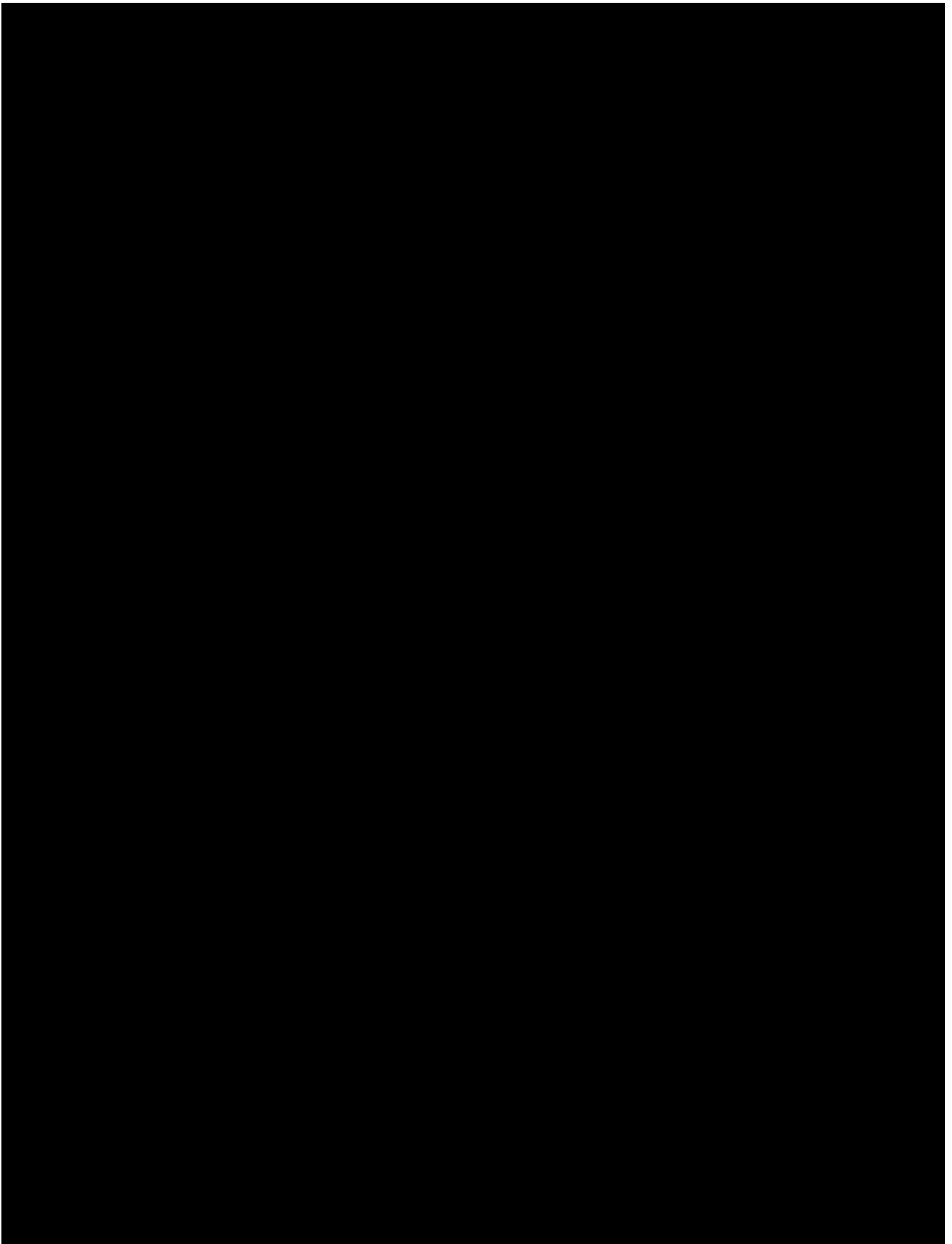
This Settlement Agreement and General Release (the “Agreement”) is entered into by and between **Masonite Corporation** and **Masonite International Corporation** (referred to throughout this Agreement as “Employer”) and **Jose Ortiz** (“Employee”). The term “Party” or “Parties” as used herein shall refer to Employer, Employee, or both, as may be appropriate.

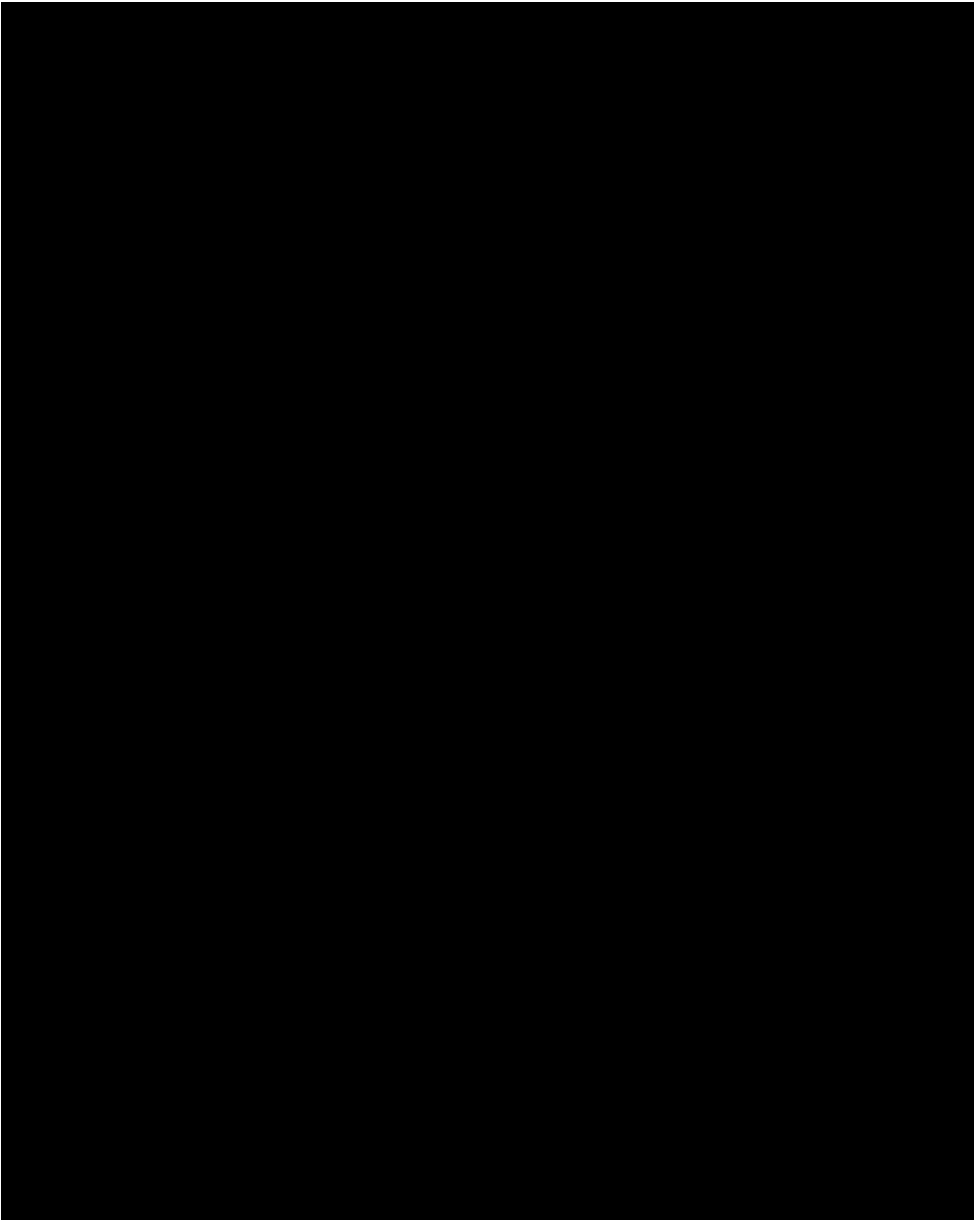


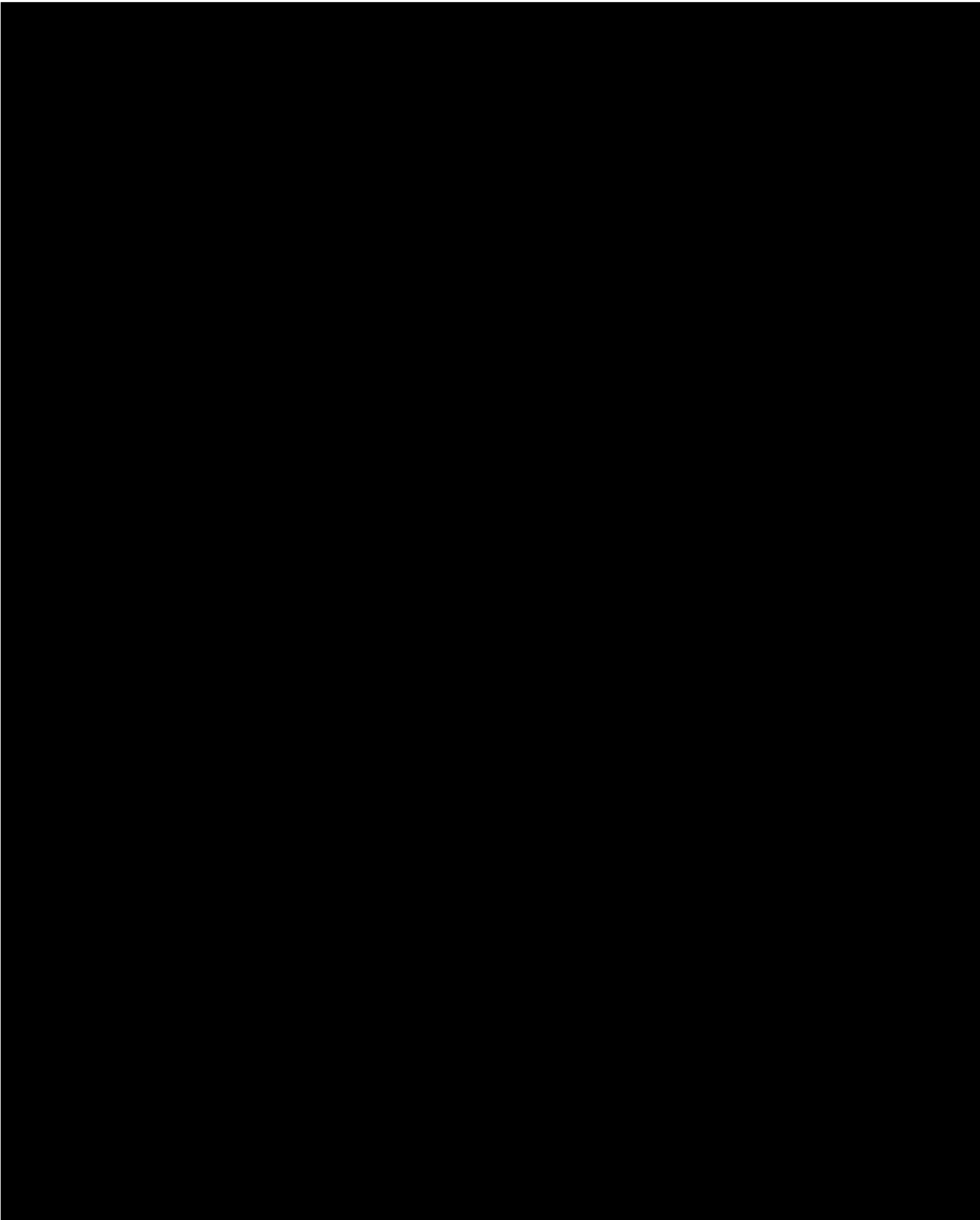
- 
- (3) as compensation for Employee's alleged PAGA penalties, one payment by check made payable to Employee's Counsel in the amount of ONE THOUSAND, FIVE HUNDRED DOLLARS AND 11/100 CENTS (\$1,500.00) (hereinafter, the PAGA Allocation"), with 65% of the PAGA Allocation paid to the California Labor Workforce Development Agency ("LWDA") (\$975.00) and 35% one payment by check payable to "Jose Ortiz" (\$525.00), said amount to be reported on IRS Form 1099 as appropriate.
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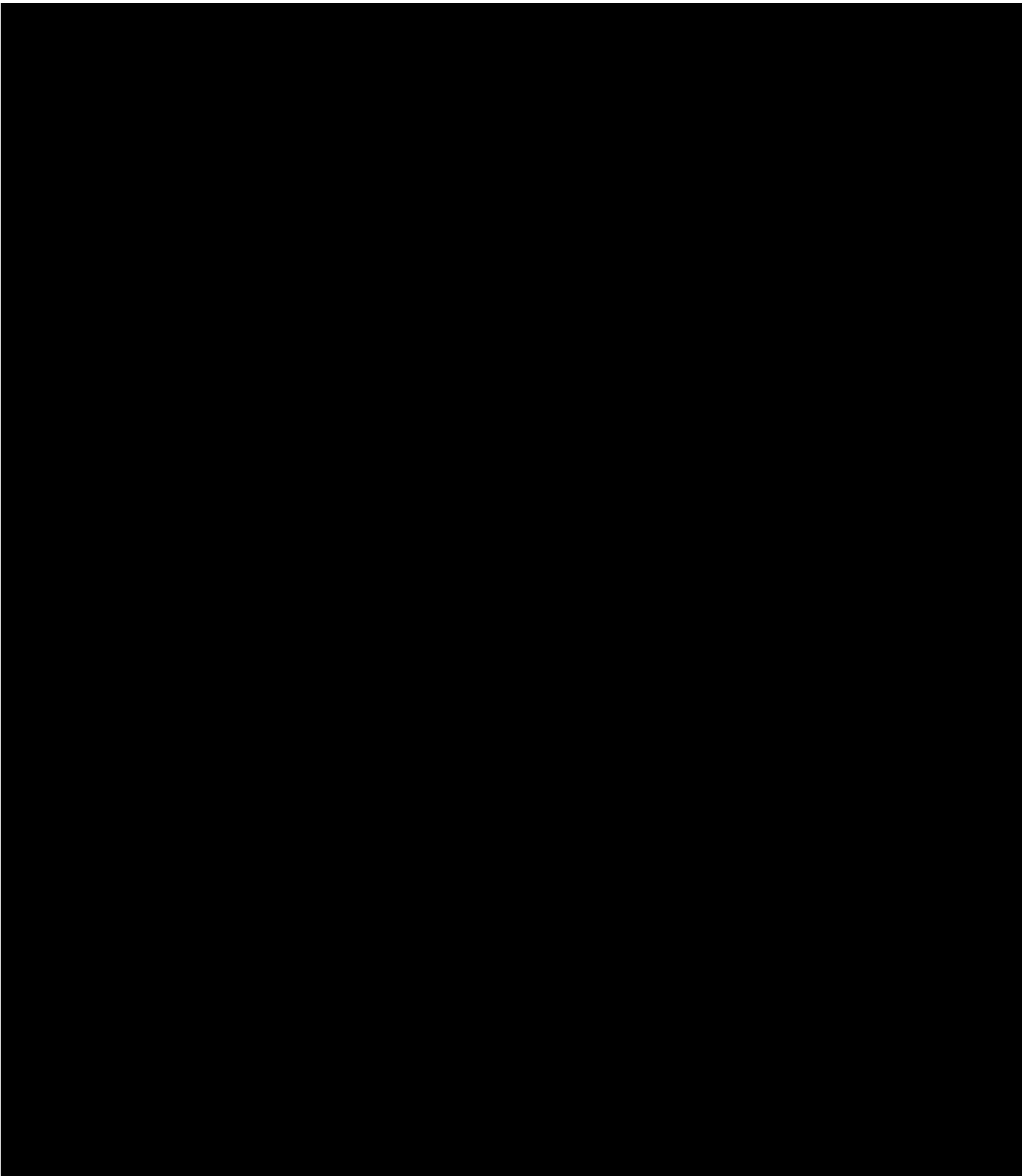


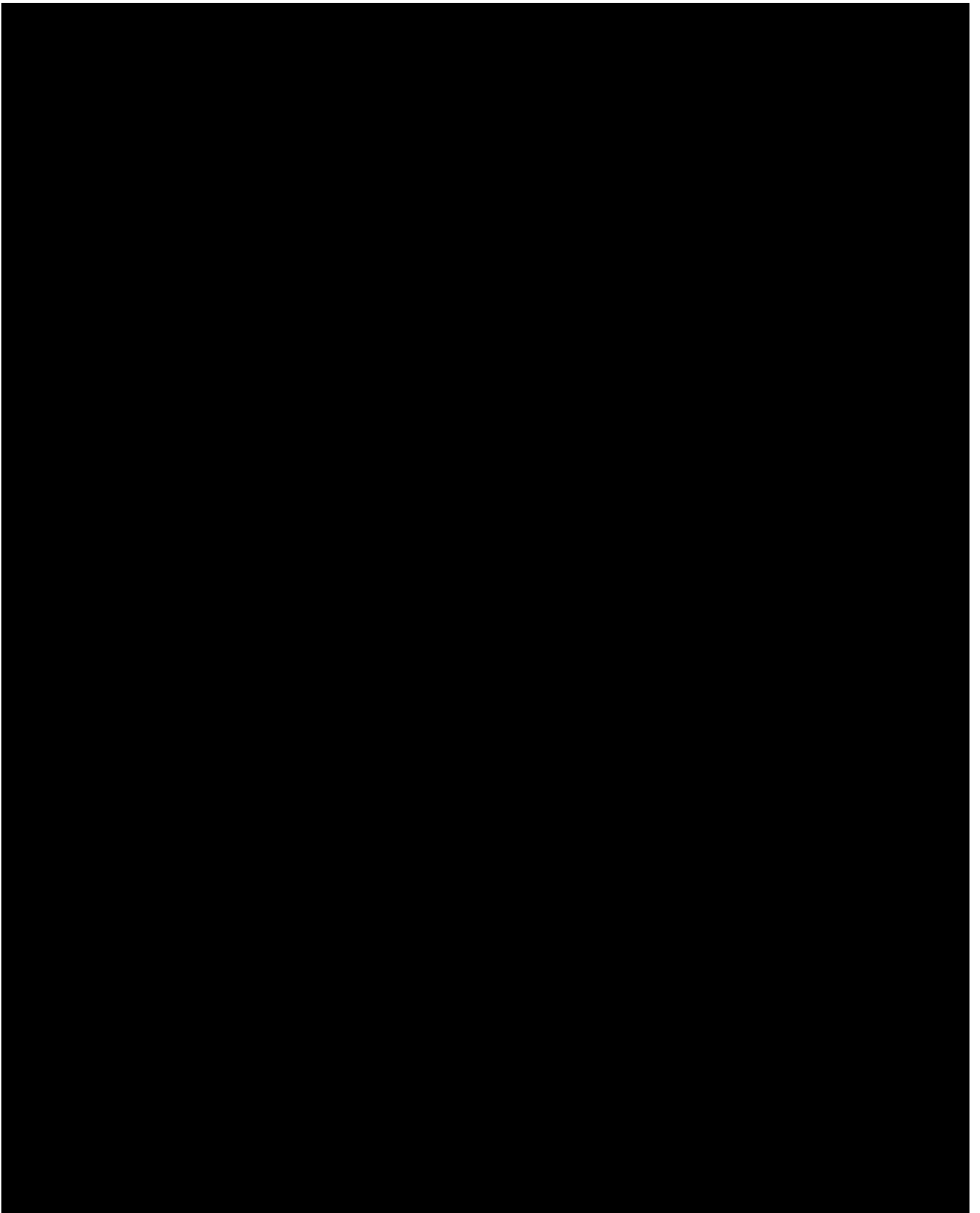


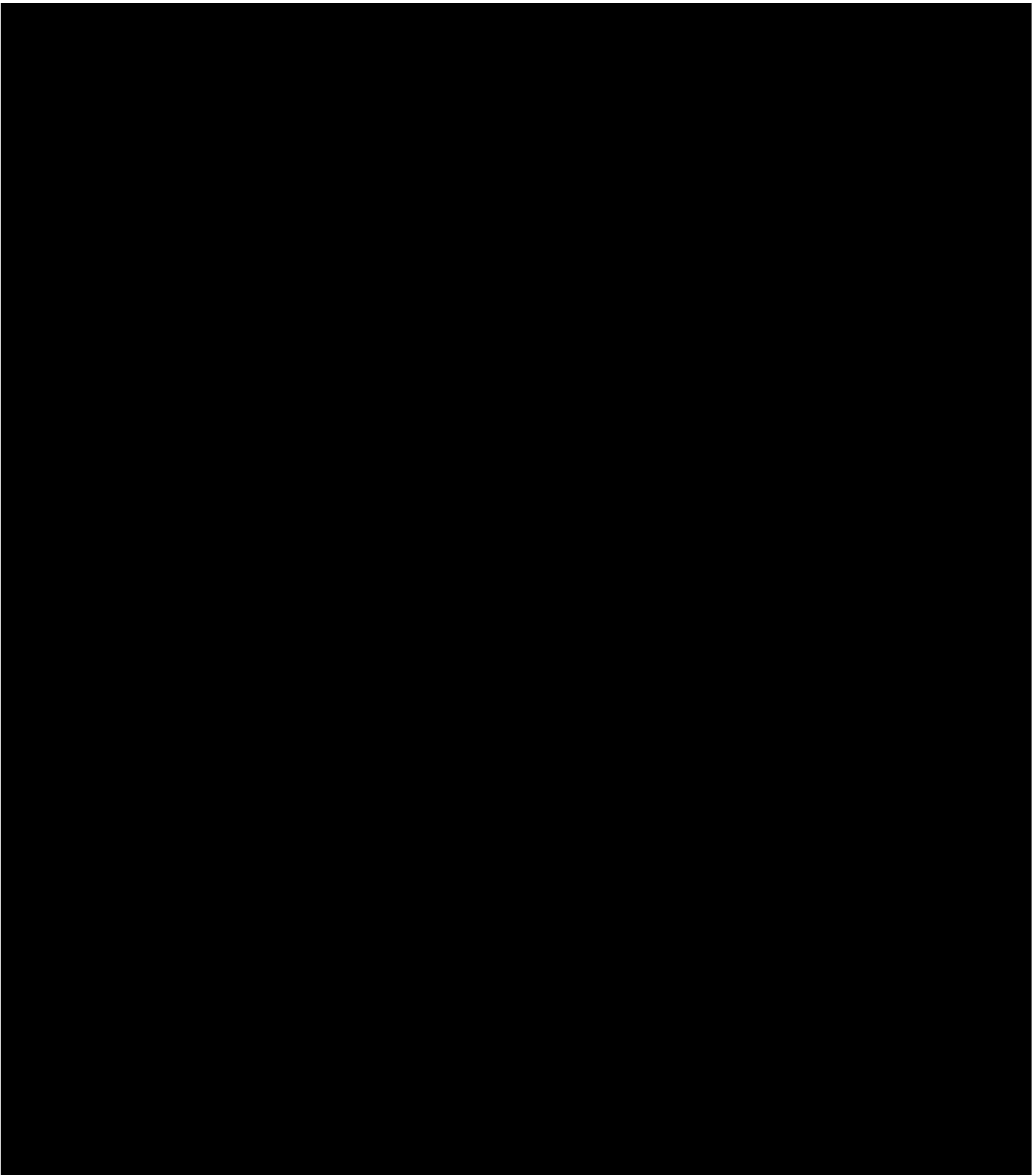


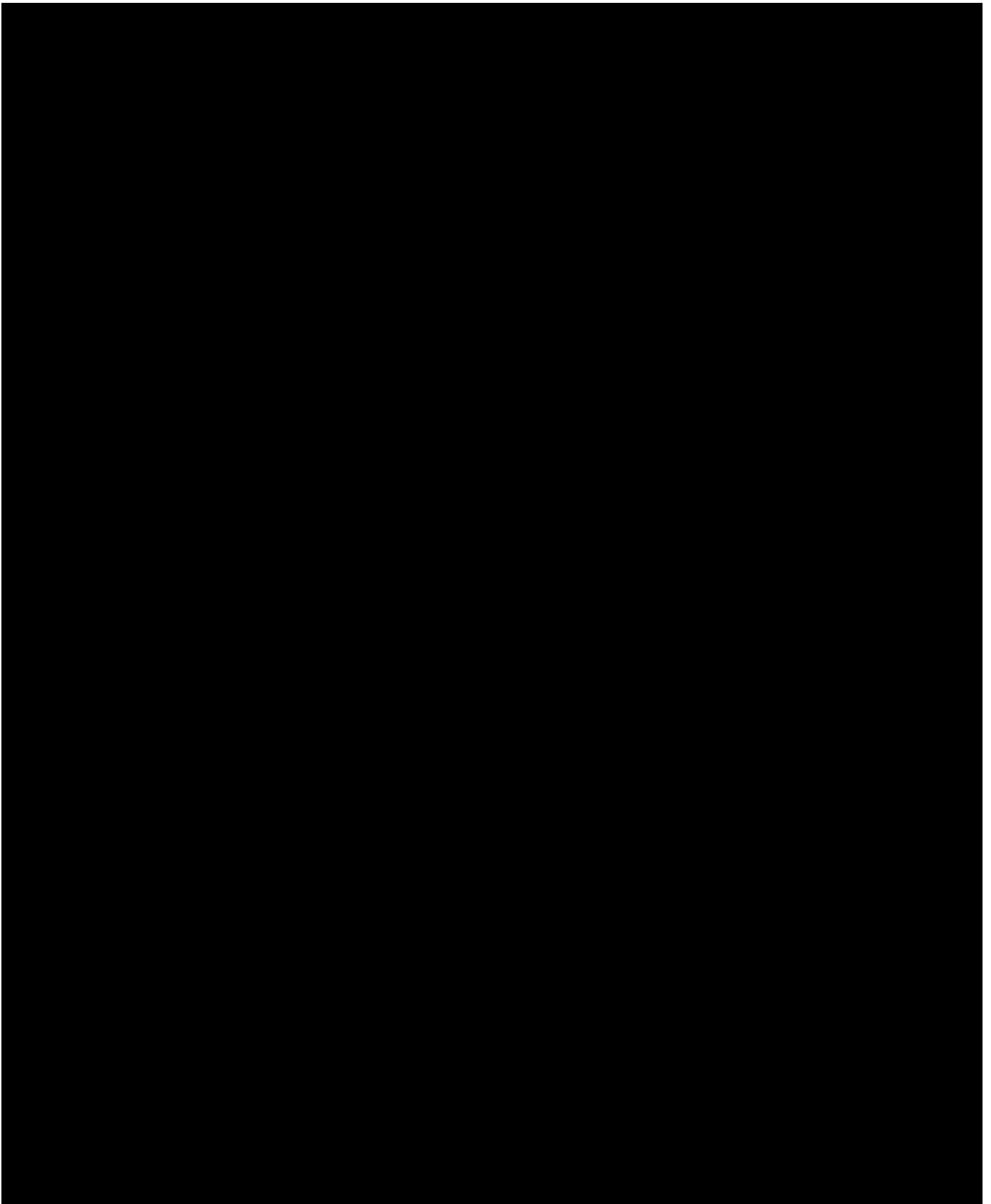


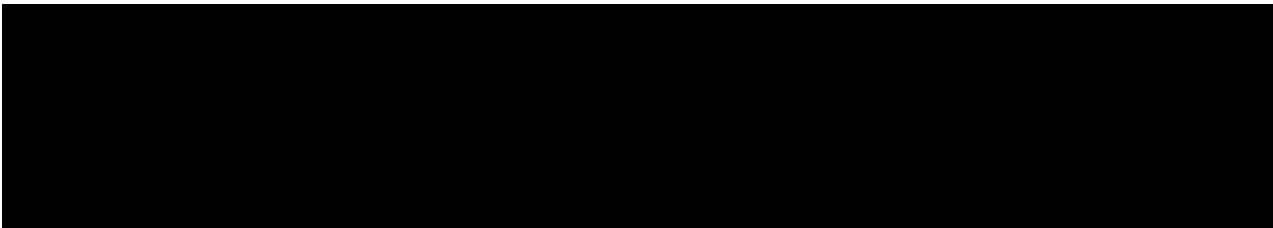












The Parties knowingly and voluntarily sign this Agreement as of the date(s) set forth below:

JOSE ORTIZ

**MASONITE CORPORATION & MASONITE
INTERNATIONAL CORPORATION**

José Ortiz

By: 
Bradley C. Link
General Counsel, Doors

Date: Oct 16, 2025

Date: 10/21/2025

