

EMPLOYMENT AGREEMENT

Perez and Peterson LLC
2922 Brookstone Road, Suite 150, Beaufort, SC
Offer date: May 02, 2025

This Agreement (the 'Agreement') sets out the terms of employment offered by Perez and Peterson LLC (the 'Company') to Lucas Abboud (the 'Employee').

1. Role

The Employee is engaged full-time as Manager within the Legal department, reporting to the Legal Manager, beginning May 22, 2025.

2. Pay

Base compensation is \$89,900.00 per year, before taxes and withholdings, paid every two weeks (26 pay periods). Compensation is subject to annual review in line with Company merit and performance policies.

3. Benefits and Time Off

The Employee is eligible for the Company's benefit plans — including medical, dental, and vision insurance, a matched 401(k), and paid time off — in accordance with each plan's terms.

4. Nature of Employment

The relationship is at-will and may be terminated by either party at any time, with or without cause or notice, to the extent permitted by law.

5. Confidential Information

The Employee will keep the Company's proprietary and confidential information secure and will follow all information-security and conduct policies.

Accepted and agreed:

_____ Date: _____
Lucas Abboud — Employee (EMP-0040)

_____ Date: _____
Mason Miller — Director of Human Resources, Perez and Peterson LLC