

# EMPLOYMENT AGREEMENT

Silverbrook and Torres Co.  
1777 Brighton Peak Avenue, Suite 210, Morrilton, AR  
Offer date: April 20, 2025

By this Agreement (the 'Agreement'), Silverbrook and Torres Co. (the 'Company') offers employment to Amir Chapman (the 'Employee') on the terms below.

## Article 1 -- Appointment

The Employee accepts the full-time role of Coordinator in Finance, reporting to the Finance Manager, with a commencement date of May 08, 2025.

## Article 2 -- Remuneration

The annual base salary is \$38,500.00, less statutory and elected withholdings, paid on the last business day of each month (12 pay periods), and is reviewed each year under the Company's performance and merit framework.

## Article 3 -- Benefits

Subject to the governing plan documents, the Employee may enroll in medical, dental, and vision coverage, a 401(k) with Company matching, and paid leave.

## Article 4 -- At-Will Status

Employment is at-will; either party may conclude it at any time, for any lawful reason, with or without notice.

## Article 5 -- Confidentiality

The Employee shall safeguard the Company's confidential and proprietary information and adhere to its security and code-of-conduct requirements.

Accepted and agreed:

\_\_\_\_\_ Date: \_\_\_\_\_  
Amir Chapman -- Employee (EMP-0035)

\_\_\_\_\_ Date: \_\_\_\_\_  
Samir Rios -- Director of Human Resources, Silverbrook and Torres Co.