

# EMPLOYMENT AGREEMENT

Silverbrook and Torres Co.  
1777 Brighton Peak Avenue, Suite 210, Morrilton, AR  
Offer date: June 15, 2025

This Employment Agreement (the 'Agreement') is made between Silverbrook and Torres Co. (the 'Company') and Sophia Martin (the 'Employee') and records the following terms.

## 1. Position

The Company hires the Employee on a full-time basis as Analyst in the Operations department, reporting to the Operations Manager, effective July 05, 2025.

## 2. Salary

The Employee will receive an annual base salary of \$57,900.00, net of applicable taxes and withholdings, paid every two weeks (26 pay periods), reviewed annually pursuant to Company merit and performance policies.

## 3. Employee Benefits

The Employee is entitled to participate in the Company's medical, dental, and vision plans, a 401(k) plan with Company match, and paid time off, each subject to the relevant plan documents.

## 4. At-Will Relationship

Employment is at-will and may be terminated by either the Employee or the Company at any time, with or without cause and with or without prior notice, as permitted by law.

## 5. Confidentiality and Conduct

The Employee agrees to maintain the confidentiality of the Company's proprietary information and to abide by its information-security and code-of-conduct policies.

Accepted and agreed:

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

Sophia Martin -- Employee (EMP-0036)

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

Samir Rios -- Director of Human Resources, Silverbrook and Torres Co.