

EMPLOYMENT AGREEMENT

Falconstone and Lee Ltd.

8279 Brighton Peak Road, Suite 100, Eldon, IA

Offer date: February 24, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Falconstone and Lee Ltd. (the 'Company') to Lucas Wilson (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Specialist in Finance, reporting to the Finance Manager, commencing March 06, 2025.

2. Compensation

Annual base pay is \$59,900.00, less taxes and withholdings, paid every two weeks (26 pay periods). Pay is subject to annual merit and performance review under Company policy.

3. Benefits

The Employee may take part in the Company's benefit offerings -- medical, dental, vision, a matched 401(k), and paid time off -- consistent with the applicable plan terms.

4. At-Will Employment

This is an at-will relationship terminable by either party at any time, with or without cause or notice, subject to applicable law.

5. Confidentiality

The Employee will protect all confidential and proprietary Company information and comply with the Company's security and conduct policies.

Accepted and agreed:

_____ Date: _____

Lucas Wilson -- Employee (EMP-0038)

_____ Date: _____

Evelyn Rivera -- Director of Human Resources, Falconstone and Lee Ltd.