

# EMPLOYMENT AGREEMENT

Falconstone and Lee Ltd.  
8279 Brighton Peak Road, Suite 100, Eldon, IA  
Offer date: July 20, 2025

By this Agreement (the 'Agreement'), Falconstone and Lee Ltd. (the 'Company') offers employment to Theodore Moore (the 'Employee') on the terms below.

## Article 1 -- Appointment

The Employee accepts the full-time role of Director in Marketing, reporting to the Marketing Manager, with a commencement date of August 02, 2025.

## Article 2 -- Remuneration

The annual base salary is \$95,200.00, 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:

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Theodore Moore -- Employee (EMP-0040)

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