

EMPLOYMENT AGREEMENT

Brookstone and Gomez Inc.

4151 Ironmark Boulevard, Suite 400, Brownwood, TX

Offer date: December 28, 2024

This Employment Agreement (the 'Agreement') is entered into between Brookstone and Gomez Inc. (the 'Company') and Ethan Mitchell (the 'Employee').

1. Position and Start Date

The Company offers the Employee the full-time position of Analyst in the Marketing department, reporting to the Marketing Manager. The Employee's start date is January 14, 2025.

2. Compensation

The Employee's annual base salary is \$59,400.00, less applicable taxes and withholdings, paid every two weeks (26 pay periods). Salary is reviewed annually under the Company's merit and performance policies.

3. Benefits

The Employee may participate in the Company's standard benefit programs, including medical, dental, and vision coverage, a 401(k) plan with Company match, and paid time off, subject to the applicable plan documents.

4. At-Will Employment

Employment is at-will. Either the Employee or the Company may end the relationship at any time, with or without cause and with or without notice, subject to applicable law.

5. Confidentiality

The Employee agrees to protect the Company's confidential and proprietary information and to comply with its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

Ethan Mitchell -- Employee (EMP-0039)

_____ Date: _____

Mason Greene -- Director of Human Resources, Brookstone and Gomez Inc.