

EMPLOYMENT AGREEMENT

Khalil and Torres LLC
7621 Oakmere Road, Suite 300, Dickinson, ND
Offer date: March 11, 2025

By this Agreement (the 'Agreement'), Khalil and Torres LLC (the 'Company') offers employment to Owen Roberts (the 'Employee') on the terms below.

Article 1 -- Appointment

The Employee accepts the full-time role of Analyst in Legal, reporting to the Legal Manager, with a commencement date of March 25, 2025.

Article 2 -- Remuneration

The annual base salary is \$69,000.00, 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: _____
Owen Roberts -- Employee (EMP-0036)

_____ Date: _____
Daniel Khalil -- Director of Human Resources, Khalil and Torres LLC