

EMPLOYMENT AGREEMENT

Khalil and Torres LLC
7621 Oakmere Road, Suite 300, Dickinson, ND
Offer date: January 21, 2025

This Employment Agreement (the 'Agreement') is made between Khalil and Torres LLC (the 'Company') and William Carter (the 'Employee') and records the following terms.

1. Position

The Company hires the Employee on a full-time basis as Analyst in the HR department, reporting to the HR Manager, effective February 01, 2025.

2. Salary

The Employee will receive an annual base salary of \$44,600.00, net of applicable taxes and withholdings, paid on the 15th and last day of each month (24 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: _____

William Carter --- Employee (EMP-0037)

_____ Date: _____

Daniel Khalil -- Director of Human Resources, Khalil and Torres LLC