

EMPLOYMENT AGREEMENT

Khalil and Torres LLC

7621 Oakmere Road, Suite 300, Dickinson, ND

Offer date: September 25, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Khalil and Torres LLC (the 'Company') to Dalia Guerrero (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Specialist in HR, reporting to the HR Manager, commencing October 16, 2025.

2. Compensation

Annual base pay is \$64,000.00, 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: _____

Dalia Guerrero -- Employee (EMP-0038)

_____ Date: _____

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