

# EMPLOYMENT AGREEMENT

Copperleaf and Castillo Co.

6233 Willowbrook Street, Suite 140, McCall, ID

Offer date: February 27, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Copperleaf and Castillo Co. (the 'Company') to Bilal Baker (the 'Employee').

## 1. Engagement and Start

The Employee is appointed full-time to the position of Coordinator in Finance, reporting to the Finance Manager, commencing March 07, 2025.

## 2. Compensation

Annual base pay is \$44,300.00, 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: \_\_\_\_\_

Bilal Baker -- Employee (EMP-0036)

\_\_\_\_\_ Date: \_\_\_\_\_

Elijah Sanchez -- Director of Human Resources, Copperleaf and Castillo Co.