

EMPLOYMENT AGREEMENT

Copperleaf and Castillo Co.
6233 Willowbrook Street, Suite 140, McCall, ID
Offer date: December 02, 2025

By this Agreement (the 'Agreement'), Copperleaf and Castillo Co. (the 'Company') offers employment to Khalid Adams (the 'Employee') on the terms below.

Article 1 -- Appointment

The Employee accepts the full-time role of Coordinator in Finance, reporting to the Finance Manager, with a commencement date of December 18, 2025.

Article 2 -- Remuneration

The annual base salary is \$42,400.00, less statutory and elected withholdings, paid on the 15th and last day of each month (24 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: _____
Khalid Adams -- Employee (EMP-0039)

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