

EMPLOYMENT AGREEMENT

Copperleaf and Castillo Co.
6233 Willowbrook Street, Suite 140, McCall, ID
Offer date: March 17, 2025

This Employment Agreement (the 'Agreement') is entered into between Copperleaf and Castillo Co. (the 'Company') and Dalia Martin (the 'Employee').

1. Position and Start Date

The Company offers the Employee the full-time position of Coordinator in the IT department, reporting to the IT Manager. The Employee's start date is March 24, 2025.

2. Compensation

The Employee's annual base salary is \$47,400.00, less applicable taxes and withholdings, paid on the last business day of each month (12 pay periods). Salary is reviewed annually under the Company's merit and performance policies.

3. Benefits

The Employee may participate in the Company's standard benefit programs, including medical, dental, and vision coverage, a 401(k) plan with Company match, and paid time off, subject to the applicable plan documents.

4. At-Will Employment

Employment is at-will. Either the Employee or the Company may end the relationship at any time, with or without cause and with or without notice, subject to applicable law.

5. Confidentiality

The Employee agrees to protect the Company's confidential and proprietary information and to comply with its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

Dalia Martin -- Employee (EMP-0041)

_____ Date: _____

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