

EMPLOYMENT AGREEMENT

Copperleaf and Castillo Co.
6233 Willowbrook Street, Suite 140, McCall, ID
Offer date: June 04, 2025

This Agreement (the 'Agreement') sets out the terms of employment offered by Copperleaf and Castillo Co. (the 'Company') to Dalia Najjar (the 'Employee').

1. Role

The Employee is engaged full-time as Analyst within the HR department, reporting to the HR Manager, beginning June 20, 2025.

2. Pay

Base compensation is \$53,800.00 per year, before taxes and withholdings, paid on the last business day of each month (12 pay periods). Compensation is subject to annual review in line with Company merit and performance policies.

3. Benefits and Time Off

The Employee is eligible for the Company's benefit plans — including medical, dental, and vision insurance, a matched 401(k), and paid time off — in accordance with each plan's terms.

4. Nature of Employment

The relationship is at-will and may be terminated by either party at any time, with or without cause or notice, to the extent permitted by law.

5. Confidential Information

The Employee will keep the Company's proprietary and confidential information secure and will follow all information-security and conduct policies.

Accepted and agreed:

_____ Date: _____
Dalia Najjar — Employee (EMP-0042)

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