

EMPLOYMENT AGREEMENT

Fairmont and Roberts Ltd.
4705 Clearwater Street, Suite 210, Lexington, MO
Offer date: July 14, 2025

This Agreement (the 'Agreement') sets out the terms of employment offered by Fairmont and Roberts Ltd. (the 'Company') to James Reynolds (the 'Employee').

1. Role

The Employee is engaged full-time as Manager within the Marketing department, reporting to the Marketing Manager, beginning July 21, 2025.

2. Pay

Base compensation is \$81,100.00 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: _____
James Reynolds -- Employee (EMP-0041)

_____ Date: _____
Dalia Brown -- Director of Human Resources, Fairmont and Roberts Ltd.