

EMPLOYMENT AGREEMENT

Summerset and Morris LLC
6824 Clearwater Street, Suite 400, Sedona, AZ
Offer date: August 04, 2025

This Employment Agreement (the 'Agreement') is entered into between Summerset and Morris LLC (the 'Company') and Sophia Youssef (the 'Employee').

1. Position and Start Date

The Company offers the Employee the full-time position of Manager in the HR department, reporting to the HR Manager. The Employee's start date is August 11, 2025.

2. Compensation

The Employee's annual base salary is \$80,900.00, less applicable taxes and withholdings, paid every two weeks (26 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: _____

Sophia Youssef -- Employee (EMP-0037)

_____ Date: _____

Sebastian Matthews -- Director of Human Resources, Summerset and Morris LLC