

EMPLOYMENT AGREEMENT

Summerset and Morris LLC
6824 Clearwater Street, Suite 400, Sedona, AZ
Offer date: May 23, 2025

This Agreement (the 'Agreement') sets out the terms of employment offered by Summerset and Morris LLC (the 'Company') to Harper Johnston (the 'Employee').

1. Role

The Employee is engaged full-time as Coordinator within the Finance department, reporting to the Finance Manager, beginning June 02, 2025.

2. Pay

Base compensation is \$43,300.00 per year, before taxes and withholdings, paid on the 15th and last day of each month (24 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: _____
Harper Johnston -- Employee (EMP-0038)

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