

EMPLOYMENT AGREEMENT

Summerset and Morris LLC
6824 Clearwater Street, Suite 400, Sedona, AZ
Offer date: August 02, 2025

By this Agreement (the 'Agreement'), Summerset and Morris LLC (the 'Company') offers employment to Theodore Watkins (the 'Employee') on the terms below.

Article 1 -- Appointment

The Employee accepts the full-time role of Specialist in IT, reporting to the IT Manager, with a commencement date of August 23, 2025.

Article 2 -- Remuneration

The annual base salary is \$72,700.00, less statutory and elected withholdings, paid every two weeks (26 pay periods), and is reviewed each year under the Company's performance and merit framework.

Article 3 -- Benefits

Subject to the governing plan documents, the Employee may enroll in medical, dental, and vision coverage, a 401(k) with Company matching, and paid leave.

Article 4 -- At-Will Status

Employment is at-will; either party may conclude it at any time, for any lawful reason, with or without notice.

Article 5 -- Confidentiality

The Employee shall safeguard the Company's confidential and proprietary information and adhere to its security and code-of-conduct requirements.

Accepted and agreed:

_____ Date: _____
Theodore Watkins -- Employee (EMP-0039)

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