

EMPLOYMENT AGREEMENT

Summerset and Morris LLC
6824 Clearwater Street, Suite 400, Sedona, AZ
Offer date: May 22, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Summerset and Morris LLC (the 'Company') to Benjamin Torres (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Director in Finance, reporting to the Finance Manager, commencing June 08, 2025.

2. Compensation

Annual base pay is \$101,400.00, less taxes and withholdings, paid on the last business day of each month (12 pay periods). Pay is subject to annual merit and performance review under Company policy.

3. Benefits

The Employee may take part in the Company's benefit offerings -- medical, dental, vision, a matched 401(k), and paid time off -- consistent with the applicable plan terms.

4. At-Will Employment

This is an at-will relationship terminable by either party at any time, with or without cause or notice, subject to applicable law.

5. Confidentiality

The Employee will protect all confidential and proprietary Company information and comply with the Company's security and conduct policies.

Accepted and agreed:

_____ Date: _____
Benjamin Torres -- Employee (EMP-0040)

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