

EMPLOYMENT AGREEMENT

Baker and Lewis Co.

4677 Oakmere Avenue, Suite 300, Hudson, WI

Offer date: May 30, 2025

This Employment Agreement (the 'Agreement') is made between Baker and Lewis Co. (the 'Company') and William Perkins (the 'Employee') and records the following terms.

1. Position

The Company hires the Employee on a full-time basis as Director in the Operations department, reporting to the Operations Manager, effective June 13, 2025.

2. Salary

The Employee will receive an annual base salary of \$111,700.00, net of applicable taxes and withholdings, paid every two weeks (26 pay periods), reviewed annually pursuant to Company merit and performance policies.

3. Employee Benefits

The Employee is entitled to participate in the Company's medical, dental, and vision plans, a 401(k) plan with Company match, and paid time off, each subject to the relevant plan documents.

4. At-Will Relationship

Employment is at-will and may be terminated by either the Employee or the Company at any time, with or without cause and with or without prior notice, as permitted by law.

5. Confidentiality and Conduct

The Employee agrees to maintain the confidentiality of the Company's proprietary information and to abide by its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

William Perkins -- Employee (EMP-0036)

_____ Date: _____

Jack Jackson -- Director of Human Resources, Baker and Lewis Co.