

08/18/2023

724 IMPORTS, LLC

18616 ARLINE AVE B, ARTESIA CA 90701

Email : contact@724imports.com

EMPLOYMENT OFFER LETTER

Dear ,

724 IMPORTS, LLC, is pleased to offer you employment on the following terms:

1. **Position:** Your initial title will be online Data Entry clerk and you will initially report to Mr Kevin Spencer. This is a Full-Time/Part-Time job position, while you render services to the company, you can still be engaged in any other employment, consulting or other business activity (with part-time) that wouldn't create any conflict of interest with the Company. By signing this letter agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

2. **Cash Compensation:** The Company will pay you a starting salary at the rate of \$35 per hour and the training is \$22 payable in accordance with the Company's standard payroll schedule. You will be receiving your salary Either via Pay-Check or Direct Deposit.

3. **Employee Benefits:** As a regular employee of the Company, you will be eligible to participate in a number of Company-sponsored benefits. In addition, you will be entitled to paid vacation in accordance with the Company's vacation policy, as in effect from time to time. 724 IMPORTS LLC, as significant experience providing accounting and auditing services to established 401, 403 (b), pension, profit sharing and health and welfare plans. Benefits for eligible worker include: Health, Dental, Life and AD&D Insurance, Employee Wellness and 401k plans. Paid Time Off and Holidays with Generous Company Discounts. You will be eligible to these benefits after ninety (90) days of working with the company.

4. **Stock Options:** Subject to the approval of the Company's Board of Directors or its Compensation Committee, you will be granted an option to purchase 2 shares of the Company's common stock (Option). The exercise price per share of the Option will be determined by the Board of Directors or the Compensation Committee when the Option is granted. The Option will be subject to the terms and conditions applicable to options granted under the Company's 2017 Stock Plan (the "Plan"), as described in the Plan and the applicable Stock Option Agreement. You will vest in 25% of the Option shares after 12 months of continuous service, and the balance will vest in equal monthly installments over the next 36 months of continuous service, as described in the applicable Stock Option Agreement.

5. **Employment Relationship:** Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate

your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

Tax Matters: (a) Withholding. All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required.

6. Interpretation, Amendment and Enforcement: This letter agreement is the complete agreement between you and the company, contain all of the terms of your employment with the Company and supersede any prior agreements, representations or understandings (whether written, oral or implied) between you and the Company. You may indicate your agreement with these terms and accept this offer by signing and dating the agreement letter and returning them to me. This offer, if not accepted, will expire at the close of business. As required by law, your employment with the company is contingent upon your providing legal proof of any of your identity ID card and authorization to work in the United States e.g. driver licenses. Your employment is also contingent upon your starting work with the company on or when available to start.

Employee: Full Name_____

Employee: Signature:_____

Date:_____

Kevin Spencer.

724 IMPORTS, LLC

*We look forward to a mutual rewarding association with you. Michelle Rodriguez, James Duerr PhD, Patrick Laverty Ph.D,
Kevin Leak, Leslie Charm, Tony Pucillo, Charlotte Sibley.*

Two handwritten signatures in black ink, one above the other, located in the bottom right corner of the document.