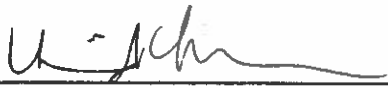




4. This is the entire agreement between EBIA and me regarding the terms and conditions of my employment. This is a final and complete agreement, and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature:  Date: 2/6/23

EBIA Approval:

Date: February 6, 2023


Rochelle Benning, Board President

This Employment Agreement is subject to ratification and approval by the EBIA Board.