



Nourish

500 Westover Drive, Suite
19431, Sanford, NC 27330

Employment Offer Letter Date:
November 18, 2025

Dear Penny Amaris Platt,

On behalf of **NOURISH**, I am pleased to extend to you an offer of employment under the following terms and conditions:

1. Position

Your initial title will be Data Specialist Manager, and you will report to the Hiring Manager. This is a full-time position. While engaged with **NOURISH**, you are permitted to pursue other employment, consulting, or business activities on a part-time basis, provided they do not conflict with your responsibilities or create a conflict of interest with the Company. By accepting this offer, you affirm that you have no contractual obligations or legal restrictions that would impede your ability to perform your duties here.

2. Compensation

Your starting salary will be \$35.19 per hour, payable in accordance with the Company's standard payroll schedule via direct deposit. You will also receive a one-time allowance of \$200.

3. Employee Benefits

As a regular employee, you will be eligible to participate in **NOURISH**'s health benefits program, subject to plan terms and conditions. You will also be entitled to paid leave in accordance with the Company's current policies.

4. Stock Options (if applicable)

Subject to approval by the Company's Board of Directors, you will be granted an option to purchase shares of the Company's common stock under the **NOURISH** Stock Plan.

The exercise price per share will be determined at the time of grant. Stock options will vest according to the schedule outlined in the Stock Option Agreement and Plan.

5. Employment Relationship

Your employment with **NOURISH** is at-will, meaning either party may terminate the employment at any time, with or without cause. This agreement supersedes any prior representations or agreements regarding employment duration or terms. Changes to your job duties, title, compensation, or benefits, as well as company policies, may occur, but the at-will nature of your employment can only be altered through a written agreement signed by you and an authorized officer of the Company.

6. Tax Matters

- **Withholding:** All compensation is subject to applicable withholding taxes and other legal deductions.
- **Tax Advice:** You are encouraged to seek independent tax advice regarding your compensation. The Company is not responsible for any tax liabilities arising from your employment.

7. Governing Law and Dispute Resolution

This agreement constitutes the entire understanding between you and the Company and may only be amended in writing. It shall be governed by the laws of the State of Florida, and both parties consent to the exclusive jurisdiction of courts within Florida for any disputes arising under this agreement.

We look forward to welcoming you to **NOURISH**. Please indicate your acceptance by signing and returning a copy of this letter by November 18, 2025. If you are unable to meet this deadline or have any questions, please contact me immediately. Upon acceptance, please report to the Hiring Manager's for orientation and documentation.

We are confident you will make valuable contributions to our team and look forward to working with you.

Sincerely,
Anna Choti,
HR DIRECTOR
NOURISH

Acceptance of Offer

I, Penny Amaris Platt, accept the terms of this employment offer as outlined above.

Signature: Dmy A. Rector Date: 11/18/2025

Note: This document contains confidential information and is intended solely for the individual named. If you are not the intended recipient, please notify the sender and refrain from distributing or copying this document.