

NOTICE OF RESTRICTED STOCK UNIT (RSU) AWARD Participant: Jordan P. Smith

Grant Date: March 15, 2025

Total Number of RSUs: 1,200 Shares

Vesting Schedule: Subject to the Participant's Continuous Service, the RSUs shall vest according to the following schedule:

1. **The Cliff:** 25% of the total RSUs (300 shares) shall vest on the one-year anniversary of the Grant Date.
2. **Quarterly Vesting:** Following the one-year anniversary, 1/12th of the remaining RSUs (75 shares) shall vest on the last day of each successive three-month period thereafter.