Exhibit 10.4  
 Employment Agreement  
 This Employment Agreement (the “Agreement”) is made and entered into as of December 1, 2023, by and among Xxxxxx Xxxxxxx (the “Executive”), Volato Group, Inc. (fka PROOF Acquisition Corp I, the “Parent”), and Volato, Inc. (the “Company,” and together with the Parent, the “Companies”).  
 WHEREAS, pursuant to the terms of that certain Business Combination Agreement, dated August 1, 2023, by and among the Parent, PACI Merger Sub, Inc., and the Company, the Company will become a wholly-owned subsidiary of the Parent following the closing of the transaction (such transactions collectively the “Merger”);  
 WHEREAS, the Executive has been employed by the Company since September 5, 2022 and currently serves as Chief Technology Officer of the Company;  
 WHEREAS, in connection with the Merger, the parties desire to enter into this Agreement in order to promote the Executive’s retention and service following the closing date of the Merger (the “Effective Date”), to incentivize the Executive to grow the Companies and their market position and to better reflect the Executive’s value to the Companies;  
 WHEREAS, in connection with entering into the Agreement, the Companies and Executive intend to enter into that certain Employee Invention Assignment, Restrictive Covenants, and Confidentiality Agreement effective as of the Effective Date (such agreement, as it may be amended and/or restated, the “Covenants Agreement”), pursuant to which the Executive shall be subject to certain non-solicitation, confidentiality, proprietary rights and other restrictions, and which Covenants Agreement replaces and supersedes the existing Employee Invention Assignment, Restrictive Covenants and Confidentiality Agreement dated as of August 30, 2022 between the Company and the Executive;