



5710 Oleander Dr. Suite 100  
Wilmington, North Carolina, 28403

Date: 04/24/2025

Dear John Merritt Felts,

We are pleased to conditionally offer you employment with ASE LTC LLC DBA Brighter Start Health (the "Company") with a tentative start date of 05/12/2025. Your initial position will be Strategy & Operations Intern. This position is an hourly position. Scheduled hours may vary depending on business needs. Your hourly rate will be \$14 per hour.

All income is subject to appropriate tax withholdings and deductions, payable in accordance with the Company's normal payroll cycle.

(Payroll is bi-weekly for 26 annual pay periods)

During your employment, you will be subject to all the policies, rules and regulations applicable to employees of the Company, as they currently exist and subject to any future modifications in the Company's discretion including, without limitation, maintaining as confidential proprietary information of the Company. The requirement that you maintain as confidential proprietary information of the Company shall extend beyond termination of your employment.

Employment with the Company is contingent upon your successful completion of all of the Company's lawful pre-employment checks, which may include a criminal background check, consumer report. By signing below, you agree to execute any necessary consents to perform such checks.



Your employment will be “at will,” and as such you will be free to leave your employment with the Company at any time. Similarly, the Company may terminate your employment at any time for any or no reason, with or without cause or notice. At-will status only may be modified on an individual or collective basis via a writing signed by the President or CEO.

By signing below, you acknowledge, represent and warrant to the Company that you are not now under any obligation of a contractual nature to any person, business or other entity which is inconsistent or in conflict with this letter or which would prevent you from performing your obligations for the Company.

This letter is merely a summary of the principal terms of our employment offer and is not a contract of employment for any definite period of time. This letter supersedes any prior or subsequent oral or written representations regarding the terms of potential employment with the Company. By signing below, you acknowledge that you are not relying on any representations other than those set forth in this letter.

If the terms set forth in this letter are acceptable to you, please sign and date this letter and return to my attention. If you have any questions, please do not hesitate to call me.

Sincerely,

Levi Small

CEO

Agreed to:

*John Merritt Felts* 4/24/2025

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Name: John Merritt Felts