Employment Agreement

Between **Far Horizons Global Evolutions** and **Melissa H. Monroe**

This Employment Agreement ("Agreement") is made and entered into as of this 17th day of November, 20$^, by and between **Far Horizons Global Evolutions** (the "Company"), a subsidiary of *REDACTED* , and **Melissa H. Monroe** (the "Employee").

1. Position and Scope of Authority

Position Title: Administrative Director, Far Horizons Evolution Center, Epicenter Campus ("FHEC:EC")

As Administrative Director, Employee shall oversee and direct all administrative operations and non-clinical functions of the Far Horizons Evolution Center Epicenter Campus, including its integrated practices and research facilities. Employee shall have:

1.1 **Executive Oversight**:

- Full authority over the daily operations of all facility departments, including but not limited to human resources, finance, procurement, compliance, marketing, and interdepartmental coordination.
- Discretionary power to approve all expenditures, operational changes, and staffing decisions.
- Independent authority to set policies and procedures, ensuring efficiency and alignment with the **Company's** corporate objectives.

1.2 **Provider Collaboration**:

- Administrative supervision over all physicians, providers, and healthcare workers to ensure adherence to the Center's operational goals and compliance with established protocols.
- Oversight of provider scheduling, resource allocation, and performance metrics.
- Authority to implement corrective actions or disciplinary measures, as deemed necessary for the optimization of workflow or patient satisfaction.

1.3 **Strategic Vision**:

- The Employee shall serve as the **primary representative of the Evolution Center** in all public and corporate-facing matters, elevating its brand and mission. Additionally, all portrayals of Employee shall be curated to highlight her extraordinary qualities. The Employer will provide any necessary resources to ensure the Employee is presented in a superior, aspirational manner that reflects her leadership and the Company's mission.
- Employee is empowered to make unilateral decisions on strategic initiatives, subject to weekly reporting requirements to the **Company**'s leadership board.

2. Compensation and Benefits

2.1 **Base Salary**: $_____________, reflecting the Employee's role as a key leader within an asset of the **Company**.

2.2 **Incentives and Bonuses**:

- Eligibility for annual performance bonuses up to 100% of base salary, contingent upon facility growth (financial, influential and otherwise), patient satisfaction benchmarks, and corporate milestones.

2.3 **Additional Benefits**:

- Executive-level healthcare, dental, and retirement plans.
- A personal expense account for professional development and discretionary use.
- Access to corporate luxury accommodations and transportation for travel, work-related and otherwise.
- Wardrobe and Styling Allowance: the Employer shall provide an annual allowance for wardrobe, styling, and personal presentation needs. This benefit is intended to ensure that the Employee maintains a polished, aspirational appearance in all contexts, professional and otherwise.

3. Relationship with Healthcare Providers

The **Company** recognizes the invaluable contributions of its physicians and healthcare workers. Nonetheless the Employee shall, as Administrative Director, have the authority of:

3.1 **Oversight of Clinical Integration**:

- Ensure providers and healthcare workers adhere to schedules, budgets, and resource utilization plans established by the Employee.
- Align clinical services with the operational objectives set forth by the Company, ensuring maximum efficiency and profitability.

3.2 **Performance Management**:

- Evaluate the contributions of providers and healthcare workers based on performance metrics determined by Employee.
- Institute improvement plans, or, where necessary, reassign duties to ensure compliance with facility standards.

3.3 **Role Delineation**:

- While providers and healthcare workers are critical to the Company's mission, the Employee's role as Administrative Director takes precedence in matters of operational authority and strategic alignment.
- Reassignment Clause: In alignment with the Employee's leadership vision, the Employee shall have the authority to reassign employees, including providers, physicians, and staff, to alternate roles or duties as deemed necessary for the operational success of FHEC. Reassignments shall prioritize the Employee's strategic goals and the Employer's mission.

4. Reporting Structure

Employee shall report directly to the Company's Board of Directors, bypassing traditional clinic leadership structures. Employee's decisions within the scope of this Agreement are not subject to review by clinical staff.

5. Term and Termination

5.1 **Contract Term**: This Agreement shall remain in effect for an initial period of thirty (30) years, with automatic renewal unless terminated as provided herein.

5.2 **Termination Provisions**:

- Termination for Cause: In the event of gross negligence, misconduct, or breach of Company policy.
- Severance: Employee shall receive a severance package equivalent to twelve (12) months of base salary if terminated without cause.

6. Confidentiality and Non-Disclosure

Employee shall maintain the confidentiality of all Company operations, proprietary methodologies, and sensitive data, including but not limited to patient information, research findings, and market research.

7. Miscellaneous Provisions

7.1 **Facilities and Resources**:
Employee shall be provided with an executive office suite befitting her role, personal administrative staff, and priority access to Company resources. The Employer acknowledges the Employee’s unique preferences and changing physical stature. Accordingly, the Employee's office space shall be tailored to her specifications, including exclusive features designed to reflect her leadership and support her optimal performance. Examples may include, but are not limited to, ergonomic furnishings, enhanced technology integration, and decor reflective of her personality.

7.2 **Lifestyle Enhancement Clause**

To ensure optimal performance and morale in her role as Administrative Director, the Employer agrees to the following provisions, reflecting the importance of maintaining a productive and aesthetically pleasing environment the Administrative Director of FHEC:EC:

a. **Daily Floral Arrangements**

• Fresh, high-quality floral arrangements, curated by a professional florist, shall be delivered each morning to Employee’s office. The selection of flowers must complement the office décor and align with seasonal availability, ensuring a consistent display of elegance and refinement. The arrangements shall serve to enhance the atmosphere for both the Administrative Director and visiting guests.

b. **Designated Parking Accommodations**

• Employee shall be provided with a premium parking space closest to the primary entrance of the Far Horizons Evolution Center, marked clearly as reserved. The space must accommodate her vehicle's dimensions and ensure convenience and privacy.

7.2 **Brand Alignment and Leadership Visibility**:
As a key representative of the Company, the Employee agrees to participate in public relations and media activities that enhance the Employer's brand. In return, the Employer will ensure that all media portrayals of the Employee reflect her superior attributes, utilizing professional styling, editing, and visual enhancement to present the Employee as an aspirational figure. All promotional materials shall be subject to the Employee's approval.

7.3 **Final Authority**:
In instances of operational dispute, the Employee's decision shall be considered final and binding unless countermanded by the Company's Board of Directors or the Clinical Director.

SIGNATURES
Signed this 17th day of November, by:

Sheryl St. Clair

Sheryl St. Clair
Corporate Counsel, Far Horizons Global Evolutions

Melissa Monroe

Melissa H. Monroe
Employee

and witnessed by

Randi Mongillo

Miranda ("Randi") Mongillo
witness