

Severance & Sales Compensation Agreement

Klaas Talsma & Anastasia Thiele both agree to compensate Isaac Ghorbani as the Finance & Farm Systems Manager a severance in the amount of \$450,000. In addition, Isaac will be paid a 1.5% commission on the sale of all assets defined in the Marketing Agreement.

- Payment details are to be discussed and agreed upon later but will be paid upon the sale of all assets and the business.
- Severance and commission payments will be made by the business to Isaac. The cost will be split equally between the two owners.
- Any credits against the balance due to Isaac must be agreed upon by all parties.



Isaac Ghorbani

Farm Finance & Systems Manager

Date

Anastasia Thiele

Owner

Date

Klaas Talsma

Owner

Date