

## Employment Agreement

Manning & Napier, Inc. – FIRST AMENDMENT TO EMPLOYMENT AGREEMENT  
(January 7th, 2021)

This First Amendment to Employment Agreement (this “Amendment”) is entered into effective December 31, 2020, by and between Manning & Napier., Inc. (together with its successors and assigns, the “Company”), and Marc Mayer (the “Executive”).

Amerityre Corp – EMPLOYMENT AGREEMENT (January 7th, 2021)

THIS EMPLOYMENT AGREEMENT (the “Agreement”) is entered into effective the 1st day of January 2021, by and between Amerityre Corporation (the “Company”), and Michael Sullivan, (the “Executive”).

Devon Energy Corp/De – EMPLOYMENT AGREEMENT (January 7th, 2021)

This Employment Agreement (this “Agreement”) by and between Devon Energy Corporation (the “Company”) and Richard E. Muncrief (the “Executive”).

Full House Resorts Inc – EMPLOYMENT AGREEMENT (January 7th, 2021)

THIS EMPLOYMENT AGREEMENT (the “Agreement”) is made effective as of December 31, 2020 (the “Effective Date”) by and between FULL HOUSE RESORTS, INC., a Delaware corporation (“Company”), and DANIEL R. LEE, an individual (“Executive”), with respect to the following facts and circumstances:

Pricesmart Inc – EMPLOYMENT AGREEMENT (January 7th, 2021)

This Employment Agreement (“Agreement”) is made as of March 15, 2018, between PriceSmart, Inc. (the “Company”), and Juan Ignacio Biehl (the “Executive”).

Driven Brands Holdings Inc. – EMPLOYMENT AGREEMENT (January 7th, 2021)

This Employment Agreement (this “Employment Agreement”), effective as of February 17, 2020, (the “Effective Date”), is entered into by Driven Brands Shared Services LLC, a Delaware limited liability company (the “Company”), and Tiffany

Mason, in her individual capacity (“Executive”), on the terms and conditions as follows:

Devon Energy Corp/De – EMPLOYMENT AGREEMENT (January 7th, 2021)

This Employment Agreement (this “Agreement”) by and between Devon Energy Corporation (the “Company”) and Clay M. Gaspar (the “Executive”).

Devon Energy Corp/De – EMPLOYMENT AGREEMENT (January 7th, 2021)

This Employment Agreement (this “Agreement”) by and between Devon Energy Corporation (the “Company”) and Dennis C. Cameron (the “Executive”).

UNIVERSITY OF NEBRASKA MEDICAL CENTER EPPLEY INSTITUTE  
EMPLOYMENT AGREEMENT (January 7th, 2021)

The Board of Regents of the University of Nebraska, a public body corporate, for and on behalf of University of Nebraska Medical Center (UNMC) hereby agrees to employ (Faculty Member) and Faculty Member hereby agrees to accept employment by UNMC, subject to the following terms and conditions:

Enveric Biosciences, Inc. – KANUBADDI EMPLOYMENT AGREEMENT (January 6th, 2021)

THIS EMPLOYMENT AGREEMENT (this “Agreement”) is dated as of December 2, 2020 to be effective as of the Closing Date, as defined below (the “Effective Date”) and is entered into by and between Avani Kanubaddi (the “Executive”) and Jay Pharma, Inc. (the “Company”). The Company and the Executive shall be referred to herein as the “Parties.”

Enveric Biosciences, Inc. – EMPLOYMENT AGREEMENT (January 6th, 2021)

THIS EMPLOYMENT AGREEMENT (this “Agreement”) is dated as of December 22, 2020 to be effective as of the Closing Date, as defined below (the “Effective Date”) and is entered into by and between Robert G. Wilkins (the “Executive”) and Jay Pharma, Inc. (the “Company”). The Company and the Executive shall be referred to herein as the “Parties.”

Heritage Insurance Holdings, Inc. – EMPLOYMENT AGREEMENT (January 6th, 2021)

THIS EMPLOYMENT AGREEMENT (“Agreement”), dated January 5, 2021 is made and entered into by and between HERITAGE INSURANCE HOLDINGS, INC., Delaware corporation, and all of its affiliate and subsidiary companies (collectively, the “Company”), and Ernie Garateix (the “Executive”).

Community Bank System, Inc. – EMPLOYMENT AGREEMENT (January 6th, 2021)

This sets forth the terms of the Employment Agreement between (i) COMMUNITY BANK SYSTEM, INC., a Delaware corporation and registered bank holding company (“CBSI”), and COMMUNITY BANK, N.A., a national banking association (“CBNA”), both having offices located in Dewitt, New York (collectively, the “Employer”), and (ii) JOSEPH E. SUTARIS, an individual currently residing at Manlius, New York (“Employee”). This Agreement is effective as of January 1, 2021 and supersedes the Employment Agreement between the parties that expires on December 31, 2020.

Community Bank System, Inc. – EMPLOYMENT AGREEMENT (January 6th, 2021)

This sets forth the terms of the Employment Agreement made as of January 1, 2021 between (i) COMMUNITY BANK SYSTEM, INC., a Delaware corporation and registered bank holding company (“CBSI”), and COMMUNITY BANK, N.A., a national banking association (“CBNA”), both having offices in DeWitt, New York (collectively, the “Employer”), and (ii) MARK E. TRYNISKI, an individual currently residing at 1964 Penfold Way, Baldwinsville, New York (“Employee”). This Agreement is effective as of January 1, 2021 and supersedes the Employment Agreement between the parties dated as of January 1, 2018.

EMPLOYMENT AGREEMENT Between (January 6th, 2021)

Flotek Industries Inc/Cn/ – EMPLOYMENT AGREEMENT (January 6th, 2021)

This Employment Agreement (this “Agreement”) is made and entered into by and between Flotek Industries, Inc., a Delaware corporation (the “Company”), and Ryan Ezell (“Employee”) effective as of January 1, 2021 (the “Effective Date”).

Heat Biologics, Inc. – EMPLOYMENT AGREEMENT (January 6th, 2021)

This EMPLOYMENT AGREEMENT (the “Agreement”) between Heat Biologics, Inc., a Delaware corporation, (the “Company”), and Jeffrey Wolf (the “Executive”) is effective as of January 4, 2021 (the “Effective Date”).

Arcimoto Inc – Arcimoto, Inc. Employment Agreement (January 6th, 2021)

This Employment Agreement (the “Agreement”), effective as of January 1, 2021 (the “Effective Date”), is entered into by Arcimoto, Inc. an Oregon corporation (the “Company”), and Mark Frohnmayer, an individual residing at the address on the signature page hereto (the “Employee”).

Dycom Industries Inc – EMPLOYMENT AGREEMENT (January 6th, 2021)

This employment agreement (this “Employment Agreement”) is made and entered into as of the 6th day of January, 2021, by and between Daniel S. Peyovich (the “Employee”) and Dycom Industries, Inc., a Florida Corporation (“Dycom” or the “Company”).

American Battery Metals Corp – EMPLOYMENT AGREEMENT (January 6th, 2021)

This Employment Agreement (this “Agreement”) is entered and effective as of December 29th, 2020 (the “Effective Date”), by and between American Battery Metals Corporation at 930 Tahoe Blvd, Suite 802-16 Incline Village, NV 89451 (the “Company”) and David Corsaut at 22120 Serenata Circle E, Boca Raton, FL 33433 (“Employee” and together with the Company, the “Parties”).

Clarus Corp – EMPLOYMENT AGREEMENT (January 6th, 2021)

EMPLOYMENT AGREEMENT (the “Agreement”), dated as of January 1, 2021, between Clarus Corporation, a Delaware corporation (the “Company”), and John Walbrecht (the “Employee”).

Enveric Biosciences, Inc. – EMPLOYMENT AGREEMENT (January 6th, 2021)

THIS EMPLOYMENT AGREEMENT (this “Agreement”) is dated as of January 10, 2020 to be effective as of the Closing Date, as defined below (the “Effective Date”) and is entered into by and between David Johnson (the “Executive”) and Jay Pharma, Inc. (the “Company”). The Company and the Executive shall be referred to herein as the “Parties.”

SolarWinds Corp – AMENDMENT TO EMPLOYMENT AGREEMENT (January 6th, 2021)

THIS AMENDMENT TO EMPLOYMENT AGREEMENT (this “Amendment”) is made effective as of January 4, 2021 (the “Effective Date”), by and between SolarWinds Worldwide, LLC, a Delaware limited liability company (the “Company”) and wholly-owned subsidiary of SolarWinds Corporation, a Delaware corporation

("Parent"), and Sudhakar Ramakrishna ("Employee"). This Amendment amends the Employment Agreement (as defined below) on the terms set forth herein. All capitalized terms not otherwise defined herein shall have the respective meanings ascribed to such terms in the Employment Agreement.

MGM Resorts International – EMPLOYMENT AGREEMENT (January 6th, 2021)

and guidance; (v) claims asserted on an individual basis alleging quid pro quo or hostile work environment sexual harassment, and sex discrimination claims based on sexually harassing conduct under federal and state law (but excluding claims of sexual harassment and sex discrimination asserted on a class or representative basis, and excluding sex discrimination pay equity claims); and, (vi) claims under employee pension, welfare benefit or stock option plans if those plans provide a dispute resolution procedure.