

**AMERICAN
INDUSTRIAL
TRANSPORT™**



Date: 8/9/24

Name: Conor Henderson

Address: 8612 89th St,
Kansas City, MO 64138

Dear Conor

We are pleased to offer you the position of Utility at the North Kansas City location of AITX Railcar Services LLC, a subsidiary of American Industrial Transport, Inc., (collectively with AITX, the "Company"). Your employment in this role is expected to begin on or around _____.

Please see the information below regarding the details of your offer:

- Your rate of pay will be \$ 22.00 per hour, paid on a weekly schedule, subject to the normal payroll practices of your employer and applicable withholdings and deductions.
- This is a non-exempt role and is eligible for overtime.

In addition, your compensation package includes the following options:

Eligibility for medical, dental, vision, life insurance, disability insurance, health savings accounts, flexible spending accounts and 401 (k) effective immediately upon employment.

You will also be eligible to participate in our Paid Time Off (PTO) program upon completion of 30 days of employment, subject to its terms and conditions, pursuant to which you will accrue PTO at an even rate per pay period up to 5 days per calendar year in your first year of employment. You will immediately be eligible for Company paid holidays totaling 11 days per calendar year.

The Company reserves the right to add, change or terminate benefits at any time including, but not limited to, those set forth above.

This letter does not constitute an employment agreement or contract. You understand that your employment is "at will" and can be terminated, with or without cause and with or without notice, at any time. Nothing contained in this letter shall limit or otherwise alter the foregoing. Your employment will be subject to other policies, terms, and conditions that may be established or modified by the Company from time to time. By signing below, you acknowledge that no representations, oral or written, express or implied, have been made by the Company as to any minimum or specified term or length of employment or that you may be terminated only for cause or only after the Company engages in corrective action or counseling.

100 Clark Street
St. Charles, MO 63301