Exhibit D

Center for Social Dynamics
AUTISM • BEHAVIORAL HEALTH SERVICES

1200 Concord Ave
Suite 185
Concord, CA 94520

08/25/2025
Cassie Will-Darnall
[redacted]

Dear Cassie,

Congratulations! We are delighted to extend this offer of employment to you for the position of **Behavior Specialist**!

The Center for Social Dynamics LLC., (CSD), is an organization headquartered in Concord, dedicated to providing hope and a better life to individuals living with Autism. As a member of our team, we ask for your commitment to deliver outstanding quality services and outcomes that exceed client's and families' expectations. In return, we are committed to providing you with every opportunity to learn, grow and achieve to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions of your employment offer. Please review the terms and conditions of your employment with us.

Region: Santa Clara
Direct Supervisor: Jamie Kibbe
Tentative Start Date: 09/08/2025

- Your agreed upon start date may be adjusted by our onboarding team due to pending onboarding items.

Primary Compensation: Your primary salary will be $24.50 hourly and will be paid on a bi-weekly basis. This rate is for both Direct Treatment and administrative hours worked.

- You will receive your earned compensation by mail or in your primary office location, otherwise it will be directly deposit if elected, on paydays. Your compensation may be adjusted from time to time, including through increases, in the Company's sole discretion. Your compensation is subject to applicable taxes and withholdings as required or permitted by applicable federal, state, and local law.
- **Drive Time and Training Hourly Rate:** $19.20
- **Mileage Reimbursement Rate:** 70 cents per mile

Benefits: You are eligible for Part-Time benefits.

- **Sick Time:** One (1) hour accrued for every 30 hours worked. Sick time is capped based on state specific laws.
- **Additional Information:** Details on benefits can be found in the Center for Social Dynamics Employee Handbook.

Offer Contingencies:

- Successful completion of a background investigation / background check
- Submitting complete immunization records (if your role requires it)
- Completion of I-9 form and employment verification within the first three (3) days of your employment.
- Accepting this offer in writing within three (3) days of the date on this offer letter.
- Signing the Letter of Commitment, Availability Form (For applicable positions
- Successful accreditation of federal/state licensure requirements (RBT/CBT/RBAI) within 90 days of hire

On your first day of employment, please provide your I9 document(s) to establish your identity and eligibility for employment in the U.S. (e.g., passport, driver's license, social security card). If you cannot provide verification within three business days of the date your employment begins, this offer of employment will be withdrawn.

Employment with The Center for Social Dynamics is "at will." The employment relationship may be terminated by the Company, or by you, at any time, with or without cause. The terms stated in this letter supersede all prior or contemporaneous agreements, whether written or oral, expressed, or implied, between The Center for Social Dynamics and yourself. Please indicate your acceptance in the space provided below.

By signing this offer, you confirm you are not party to any agreement or subject to any policy that prevents or restricts you from engaging in activities competitive with the activities of your former employer, or from directly or indirectly soliciting any employee, client, or customer to leave the employ of, or transfer its business away from, your former employer. If you are subject to such an agreement or policy, you confirm that your employment with the Company does not violate any such agreement or policy.
Thank you and we look forward to you joining our dynamic team.

Sincerely,
Adil Hussain
Regional Recruiter

Acceptance:
This offer will remain open three (3) days after the offer date. To indicate your acceptance of the offer, please sign and date in the space below and return it to me by that date.

LETTER OF COMMITMENT

Full Name: Cassie Will-Darnall
Email: [redacted]

Letter of Commitment - Candidate Availability Form

We're looking forward to you joining the Center for Social Dynamics Team! ABA (Applied Behavior Analysis) scheduling is an essential component of the Behavior Specialist position.
To ensure the maximization of staff and client hours, Center for Social Dynamics adopts block scheduling, meaning all schedules are organized in predetermined hour blocks. For this system to appropriately function the guidelines must be followed:

- Behavior Specialists must commit to the availability for a minimum of 90 days
- Sessions will be scheduled within the following blocks of time
- Sessions are a minimum of 1.5 hours with a maximum of 3 hours per session

Behavior Specialists require a minimum availability of:

- Home Based Sessions – Three weekdays per week from 3pm – 8pm and one weekend day (4 hour block) OR Four weekdays per week from 3pm - 8pm
- School Based Sessions – Monday-Friday from 8am – 3:30pm (A specific schedule will be given to those assigned to school based sessions)

Based on our discussion during the offer process, the following listed blocks indicate your availability.

- Sunday: N/A
- Monday: 3pm-8pm
- Tuesday: 3pm-8pm
- Wednesday: N/A
- Thursday: 3pm-8pm
- Friday: 3pm-8pm
- Saturday: N/A

Here is the additional information requested for our scheduling team:

- Desired Hours Per Week: N/A
- Upcoming Days/Times Needed Off: N/A
- Additional Fluent Languages: N/A
- Driver or Non-Driver: Driver
- Allergies: N/A
- Limitations or Considerations: N/A

By signing this document, I agree to:

- Committing to the above availability for a minimum of 90 days
- An understanding that drive time and mileage compensation occur from client to client and that the drive to work and home from work are **not** compensated. The scheduling team will do their best to keep clients close, however, travel times are required by assignment

- The terms of the offer of employment with Center for Social Dynamics and it's family of companies

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To Sign Week One:
By signing this document, I agree that:

- The above availability is accurate and I am committing to it for a minimum of 90 days.
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  - If my availability has changed/changes, I will notify my leadership and scheduling of these changes.
  - I understand that if my availability drops below the minimum requirements, this may result in corrective action.
- The terms of the offer of employment with Center for Social Dynamics and it's family of companies

Name:_____

Signature: _____

Date: _____

☑ I understand that by checking this box I am consenting to electronically sign this document, and that the electronic signature created has the same legal effect as a traditional pen and ink signature.

X _____ 08/25/25 10:04:48 PM (UTC)

Cassie Will-Darnall
104.28.111.136