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DIRECTOR LEAVE-OF-ABSENCE AGREEMENT

This Director Leave-of-Absence Agreement (this "Agreement") is entered into as of November 9, 2026 by and between The Oregon Country Fair, an Oregon nonprofit corporation ("OCF"), acting through its Board of Directors (the "Board"), and Tierra Sunshine Arthurs (the "Director").

I. Leave of Absence. OCF and the Director agree that the Director will take a leave of absence from the Board beginning on November 10, 2026, and continuing through the second anniversary of that date (the "Leave Period").

II. Status During Leave. During the Leave Period, the Director will remain a Director but will not:

A. attend or participate in Board meetings;

B. vote on any matter presented to the Board;

C. act or represent that they are acting on behalf of the Board or OCF in their capacity as a Director; or

D. exercise any authority or perform any duty or responsibility associated with service on the Board.

III. Effect on Term. The Leave Period will count against, and will not suspend, extend, or otherwise alter, the Director's three-year term. OCF's Bylaws (the "Bylaws") provide that each Director serves for three years or until the Director's earlier resignation or removal.

IV. Waiver Regarding Meeting Absences. Article VII, Section 3 of the Bylaws provides that, if a Director misses three consecutive Board meetings, the Board may declare that Director's seat vacant by a two-thirds vote. With respect solely to meetings missed during the Leave Period, the Board waives its right to declare the Director's seat vacant under that provision. This limited waiver does not amend the Bylaws or waive any other right or authority of OCF or the Board.

V. Return to Board Service. Upon expiration of the Leave Period, the Director may resume the duties, responsibilities, and authority of a Director for the remainder, if any, of the Director's existing term. This Agreement does not guarantee reelection, reappointment, or continued service beyond the expiration of that term.

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VI. Board Approval. The Board approved this Agreement and authorized its execution at a duly called Board meeting held on November 9,2026.

VII. Entire Agreement; Governing Documents. This Agreement constitutes the entire agreement between OCF and the Director concerning the Leave Period. Except for the limited waiver expressly stated in Section IV, the Bylaws remain unchanged and in full effect. If this Agreement conflicts with the Bylaws or OCF's Articles of Incorporation, the Bylaws or Articles of Incorporation, as applicable, will control.

THE OREGON COUNTRY FAIR

Signed by:

By: _____
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Name: Trevor Ross

Title: Acting-President

Date: 11/8/2026

DIRECTOR

Signed by:

By: _____
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Name: Tierra Sunshine Arthurs

Date: 11/8/2026