

EMPLOYMENT AGREEMENT

TechVision Solutions, Inc.

Contract Number: EMP-2024-0847

This Employment Agreement (“Agreement”) is entered into as of January 15, 2024 (“Effective Date”), by and between:

EMPLOYER: TechVision Solutions, Inc., a Delaware corporation with its principal place of business at 1250 Technology Drive, San Francisco, CA 94105 (“Company”); and

EMPLOYEE: Sarah Martinez, residing at 456 Oak Street, San Francisco, CA 94102 (“Employee”).

1 Position and Duties

1.1 Position. The Company hereby employs Employee in the position of Senior Software Engineer, reporting to the Chief Technology Officer.

1.2 Duties. Employee shall perform all duties and responsibilities customarily associated with such position, including but not limited to: designing and implementing software solutions, conducting code reviews, mentoring junior developers, and participating in technical planning sessions. Employee agrees to devote their full business time, attention, and energies to the business of the Company.

1.3 Location. Employee’s primary work location shall be at the Company’s offices in San Francisco, California, with the option to work remotely up to three days per week subject to manager approval. The Company may require Employee to travel temporarily to other locations as necessary for business purposes.

2 Compensation and Benefits

2.1 Base Salary. The Company shall pay Employee an annual base salary of \$165,000, payable in accordance with the Company’s standard payroll practices, subject to applicable withholdings and deductions.

2.2 Performance Bonus. Employee shall be eligible for an annual performance bonus of up to 20% of base salary, based on achievement of individual and company performance objectives as determined by the Company in its sole discretion.

2.3 Equity Compensation. Employee shall be granted stock options to purchase 8,000 shares of the Company’s common stock, subject to the terms of the Company’s 2024 Equity Incentive Plan and a separate stock option agreement. Such options shall vest over four years, with a one-year cliff and monthly vesting thereafter.

2.4 Benefits. Employee shall be eligible to participate in all employee benefit programs maintained by the Company for its employees, subject to the terms and conditions of such programs. Current benefits include health insurance, dental insurance, vision insurance, 401(k) plan with 4% company match, and paid time off.

2.5 Paid Time Off. Employee shall be entitled to 20 days of paid time off per year, accruing ratably throughout the year, plus Company-recognized holidays.