



August 1<sup>st</sup>, 2025

Dear James Alexander Kennedy,

We are pleased to extend this formal offer of employment for the position of **Android & IOS Developer** at **Krasan Consulting Services, Inc.** Based on our review of your background, experience, and professional accomplishments, we are confident that your expertise and leadership will add significant value to our organization. We look forward to the strategic insight and contributions you will bring to our team.

**Position Details:**

**Job Title:** Android & IOS Developer

**Tentative Start Date:** August 11<sup>th</sup>, 2025

**Reporting To:** Malinda Lloyd

In this role, you will support the delivery of high-quality solutions to our clients by contributing to both technical and business consulting projects. You will perform the duties and responsibilities commonly associated with your title, as outlined in the addendum.

As our organization grows and evolves, your role may expand to include additional responsibilities that align with your skills and our business needs. We value adaptability and welcome your unique perspective and talents to help shape both your position and Krasan Consulting's future success.

**Compensation & Benefits:**

**Pay:** \$60 per hour, paid in bi-weekly installments and subject to applicable tax withholdings.

As a valued team member at Krasan Consulting, you will be eligible for a comprehensive benefits package designed to support your well-being and long-term success:

**Bonuses & Raises:**

You will be eligible for performance-based bonus and annual salary reviews.

**401(k) Retirement Plan:**

We offer a 401(k)-retirement savings plan with company matching contributions in accordance with our current policy.

**Medical Insurance Coverage:**

You will be eligible at the first of the following month upon joining, to enroll in our medical insurance plan, with additional options for dental and vision coverage.

**Voluntary Insurance plans coverage:**

You will have the option to enroll in short-term disability, long-term disability and life insurance coverage at competitive group rates.

**We also encourage a healthy work-life balance through paid time off:**

- **Leaves:** You will accrue 5 days of paid leave annually.



**Employment Terms:**

This is an at-will position, meaning either you or the company may terminate employment at any time, with or without cause or notice. You may resign at any time with a minimum of fourteen (14) days' written notice. Krasan reserves the right to waive this notice period.

**Background Check:**

This offer is contingent upon your successful completion of a pre-employment background check, which may include verification of identity, academic credentials, past employment, professional licenses, drug panel, credit history (where applicable), and a criminal record check. By accepting this offer, you consent to the background check and agree to provide any necessary information or documentation required to conduct it. Employment is conditional upon satisfactory results, and any falsification or misrepresentation may result in withdrawal of the offer or termination of employment.

**Offer Validity:**

Please sign and return this letter by **August 4<sup>th</sup>, 2025**, to confirm your acceptance. This offer requires you to sign the company's employment agreement prior to employment. Failure to do so will result in the offer being withdrawn.

We request that the terms of this offer be kept confidential. We are excited to welcome you aboard to the 'Krasan Family' and we have high confidence in your ability to succeed at Krasan.

We are excited to welcome you aboard and look forward to achieving great things together.

Best Regards,

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Pavithra Karumuri  
Chief Executive Officer  
Krasan Consulting Services, Inc.  
Date:

**Accepted and Agreed:**

Signed by:

A handwritten signature in black ink, appearing to read "James Alexander Kennedy".

BCD6BA059AFA4E4...

Name: James Alexander Kennedy

Date: 8/1/2025



## **ADDENDUM**

### **Key Responsibilities:**

- 5+ years of experience in mobile application development.
- Proficient in Swift (IOS) and Kotlin (Andoird) & Java.
- Solid understanding of mobile app development lifecycle and architecture patterns (MVC, MVVM, MVP).
- Experience with RESTful APIs and integration with third-party libraries and APIs.
- Familiarity with Git and version control systems.
- Experience publishing apps to the App Store and Google Play.
- Experience with cross-platform frameworks (e.g., Flutter, React Native) is a plus.
- Knowledge of CI/CD tools for mobile development.
- Experience with Unit/UI testing tools such as XCTest, Espresso, JUnit.
- Understanding of mobile security best practices.
- Familiarity with Firebase, analytics tools, and performance monitoring.
- Excellent problem-solving and debugging skills.
- Strong communication and teamwork abilities.
- Self-motivated and able to manage multiple tasks simultaneously.





## **EMPLOYMENT AGREEMENT**

This Employment Agreement ("Agreement") is effective as of the 08/11/2025, (the Tentative "Effective Date") by and between Krasan Consulting Services., an Illinois corporation (the "Employer") and James Alexander Kennedy (the "Employee").

### **RECITALS**

- A. Employee desires to enter into an employment relationship with Employer, and Employer has agreed to employ Employee according to the terms and conditions set out in this Agreement.
- B. Employee will be employed in a capacity under which Employee has fiduciary obligations to Employer and under which Employee will have access to Confidential Information of Employer (as defined herein) which is of value to Employer while conducting its business and the disclosure of which could result in a competitive or other disadvantage to Employer.
- C. Employee acknowledges that Employer considers the protections provided by this Agreement necessary to safeguard such Confidential Information, customer, employee, and supplier relationships as well as other business interests and is willing to employ Employee under the terms and conditions hereunder only if Employee agrees to accept the obligations set forth herein.

NOW, THEREFORE, in consideration of the mutual promises and agreements set out in this Agreement, the parties agree as follows:

1. **Incorporation of Recitals**

The foregoing Recitals are incorporated herein by this reference, are hereby made a part of this Agreement, and shall have the full force and effect of any other provision of this Agreement.

2. **Employment**

2.1 **Position.** Employer hereby employs Employee, and Employee hereby accepts employment, in the capacity set forth in Exhibit A.

2.2 **Extent of Service.** Employee's entire working time, energy, skill and efforts shall be devoted to the performance of Employee's duties hereunder in a manner which will faithfully and diligently further Employer's business and interests; provided that Employee may engage in charitable, civic, fraternal and trade/professional association activities that do not interfere materially with Employee's obligations to Employer, but Employee shall not work for any other for-profit business.

2.3 **Location of Service.** Employee shall render Employee's services from the following location(s):  
305 W Baker Rd APT 2022, Baytown TX 7752 Notwithstanding the foregoing to the contrary, Employee acknowledges and agrees that Employee may be required, in connection with the performance of Employee's employment duties, to work from time to time at other locations designated by Employer or as otherwise required in connection with Employer's business.



2.4 **Adherence to Policies.** Employee agrees to perform Employee's services in accordance with all policies, procedures, rules and regulations adopted by Employer from time to time, including, without limitation, any employee handbooks (as amended from time to time in Employer's sole discretion) which apply to the employees of Employer.

3.. **At-Will Employment.**

3.1 **General.** Employee's employment with Employer is at-will and not for a definite period of time and it is agreed that either party hereto may terminate Employee's employment at any time, and for any reason. Employee agrees to provide a minimum of fourteen (14) days' written notice of resignation of employment if possible. In the event such notice is provided, Employer may accept Employee's resignation prior to the expiration of such notice period. Employee's employment with Employer shall terminate immediately and automatically upon Employee's death.

3.2 **Effect of Termination.** Upon the termination of Employee's employment for any reason, Employer shall have no obligation to Employee or Employee's heirs or other legal representatives, as the case may be, for any form of compensation or benefits other than (a) Base Compensation (as defined in paragraph 4.1 herein) accrued through the date of termination of employment; and (b) reimbursement of appropriately documented expenses incurred by Employee before the date of termination of employment, to the extent that Employee would have been entitled to such reimbursement but for the termination of employment.

4. **Compensation; Benefits**

4.1 **Base Compensation.** Employer agrees to pay Employee an Hourly pay of **\$60** payable in semi-monthly installments, less deductions for applicable income taxes and other withholdings. Employee's annual base salary may be adjusted by Employer from time to time at its sole discretion. For the purposes of this Agreement, Employee's annual base salary, as adjusted from time to time, shall be referred to as Employee's "Base Compensation".

4.2 **Possible Bonus Compensation.** In addition to the Base Compensation described in paragraph 4.1 above, Employee may receive bonus compensation from Employer at Employer's sole discretion from time to time. Any such bonus compensation shall be less deduction for applicable income taxes and other mandated withholdings. Employee acknowledges and agrees that bonus compensation is not guaranteed and is at the sole discretion of Employer.

4.3 **Reimbursement of Expenses.** Employer will reimburse Employee for all reasonable and necessary expenses incurred by Employee in connection with the performance of Employee's duties hereunder; provided that Employee complies with Employer's policies in effect from time to time with respect to reimbursement of such expenses.

4.4 **Vacation.** Employee shall be entitled to vacation time in accordance with policies established by Employer from time to time. Employee shall take vacation time at such times as shall be approved by Employer, which approval will not be unreasonably withheld.

4.5 **Benefits.** Employee shall be eligible to participate in any employee benefit plans, medical insurance plans, life insurance plans, retirement plans and other benefit plans or programs made available to other employees of Employer as long as they are kept in force by Employer and provided that Employee meets all eligibility requirements



and other terms, conditions and restrictions of such plans and programs. In all cases, plan documents (where applicable) memorializing such benefits shall control. Nothing herein shall be construed to create any obligation on the part of Employer to establish any such plans or programs or maintain the effectiveness of any such plans or programs which may be in effect from time to time.

4.6 Credit Card. Employee may be issued a credit card in Employer's name for entertainment and other expenses. Employee agrees to use such credit card only for activities performed on behalf of Employer's business and not for personal reasons. In the event Employee breaches the obligations described in the immediately preceding sentence, Employee shall indemnify Employer for any and all damages, losses, costs and expenses incurred by Employer as a result of such breach. Employee acknowledges and agrees that Employer shall remain the accountholder of such credit card and shall be entitled to cancel such credit card at its sole discretion.

## 5. Confidentiality

5.1 General. Employee recognizes and acknowledges that Employee will learn or become exposed to information which Employer considers confidential or proprietary ("Confidential Information"). Confidential Information includes, without limitation, information about Employer and Employer's customers which is not available to the general public, is of value to Employer in the course of conducting its business and the disclosure of which could result in a competitive or other disadvantage to Employer.

5.2 Definition of Confidential Information. Examples of Confidential Information include, without limitation:

(a) trade secrets concerning Employer's business and affairs, product specifications, data, know-how, formulae, processes, designs, samples, inventions and ideas, past and current, current and planned research and development, current and planned manufacturing or distribution methods and processes, customer lists, lists of suppliers, current and anticipated customer requirements, current and anticipated supplier orders, price lists, market studies, business plans, computer software and programs (including object code, source code and compiled code), database technologies, systems, structures and architectures (and related processes, formulae, compositions, improvements, devices, know-how, inventions, discoveries, concepts, ideas, designs, methods and information) and any other information, however documented, whether or not such information is considered a trade secret within the meaning of applicable law. If any information that Employer deems to be a trade secret is found by a court of competent jurisdiction not to be a trade secret for purposes of this Agreement, then such information will be considered Confidential Information for purposes of this Agreement.

(b) information concerning Employer's business and affairs, however documented, including, without limitation, historical financial statements, financial projections and budgets, historical and projected sales, capital spending budgets and plans, accounting procedures, tax records, the names and backgrounds of Employer's employees and independent contractors, personnel training techniques and materials, information made available by Employer's customers, independent contractors, or employees for study, evaluation or use, and any other information generally not known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Employer's business.

(c) all notes, analyses, compilations, studies, summaries and other material prepared by or for Employee containing or based, in whole or in part, on any information included in the foregoing.





5.3 Restrictions. Employee shall not disclose to others or use, whether directly or indirectly, any Confidential Information, either during the course of Employee's employment, or any time thereafter, except as Employee may be required in connection with Employee's work for Employer, as Employee may be directed to do so by Employer in writing, or as may be required by law.

5.4 Required Disclosures. If Employee is requested or becomes legally compelled (by oral questions, interrogatories, requests for information or documents, subpoena, civil or criminal investigative demand, or similar process) or is required by a regulatory body to make any disclosure that is prohibited by this Agreement, Employee will provide Employer with prompt notice of such request so that Employer may seek a protective order or other appropriate remedy.

5.5 Employer Properties; Return by Employee. All documents, records, data, material, apparatus, equipment, computers, machines, customer lists, and other physical or tangible property of Employer, whether or not constituting or pertaining to Confidential Information, which are furnished to Employee by Employer or are produced by Employee in connection with Employee's employment will be and remain the sole property of Employer and, except as is necessary or appropriate in the performance of Employee's duties under this Agreement during the course and within the scope of Employee's employment with Employer, shall not be removed from Employer's premises without the prior written consent of Employer. Employee agrees that any information or data stored on

any computers is confidential and proprietary company information. Employee agrees to maintain any laptop computers issued to him or her in good condition and to use password protection features to prevent access to data on such computers. Employee will return to Employer all such materials and property as and when requested by Employer. In any event, Employee will return all such materials and property (including all copies thereof) immediately upon termination of Employee's employment for any reason. Employee will not retain with Employee any such material or property or any copies thereof after such termination. Employee specifically acknowledges and agrees that Employer shall be entitled to withhold any compensation due and owing to Employee unless and until Employee returns to Employer all material or property owned by Employer.

## 6. Restrictive Covenants

6.1 Non-solicitation of Employees. For so long as Employee remains an employee of Employer, and for a period of twenty-four (24) months following the termination of Employee's employment with Employer for any reason (hereinafter referred to as the "Restricted Period"), Employee shall not, directly or indirectly, either for Employee or any other person, partnership, firm, corporation, limited liability company, or any other entity, without Employer's express written consent, solicit, induce or attempt to solicit or induce, any employee, representative, supplier, vendor, independent contractor, or service provider of Employer with whom Employee had contact with or of whom Employee became aware during his or her employment to terminate or modify his, her or its employment or business relationship with Employer (other than terminations of employment of subordinate employees undertaken in the course of Employee's employment with Employer).

6.2 Non-solicitation of Customers. During the Restricted Period (as defined in paragraph 6.1 herein), Employee shall not, directly or indirectly, either for Employee or for any other person, partnership, firm, corporation, limited liability company, or any other entity, without Employer's express written consent, solicit, induce or attempt to solicit or induce, for the purpose of soliciting their business, any customer of Employer which Employee provided service to, or which Employee had personal contact with during the last twenty-four (24) months of his or her employment with Employer.



6.3 Noncompetition. During the Restricted Period, Employee will not, directly or indirectly, whether as an owner, director, officer, affiliate, creditor, partner, shareholder, consultant, agent, principal, employee, employer, co-venturer or otherwise in any individual or representative capacity, engage, participate, assist, hold any interest in, or invest in any Company Competing Business (as hereinafter defined) which is located or transacts business in North American Service. For purposes of this Agreement, the term "Company Competing Business" shall mean Our mission is to improve each of our client's organizations through outstanding consulting services and the delivery of innovative solutions as trusted partners. and any other business in which Employer engages in, or proposes to engage in (as evidenced by deliberation by Employer combined with an affirmative act, whether by formal resolution or otherwise, to pursue the new business), during the term of the Employee's employment. Notwithstanding the foregoing, the Employee may own up to two percent (2%) of the outstanding stock of a publicly held corporation which constitutes or is affiliated with a Company Competing Business.

6.4 Third Party Agreements and Rights; Other Ventures. Employee confirms that Employee is not bound by the terms of any agreement with any previous employer or other party which restricts in any way Employee's use or disclosure of information or Employee's engagement in any business. Employee represents to Employer that Employee's execution of this Agreement, Employee's employment with Employer and the performance of Employee's proposed duties for Employer will not violate any obligations Employee may have to any such previous employer or other party. In Employee's work for Employer, Employee will not disclose or make use of any information in violation of any agreements with or rights of any such previous employer or other party, and Employee will not bring to the premises of Employer any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party. Employee also agrees that Exhibit B attached hereto describes in detail the particulars regarding Employee's ownership or management authorities in any business venture as of the date of this Agreement.

## 7. Ownership Rights to Inventions

7.1 General. Each Invention (as defined below) will be owned exclusively by Employer. In the event that any Invention does not qualify as a "work made for hire" under applicable law, Employee assigns to Employer the entire right, title and interest in such Inventions. Employee agrees to: (i) disclose to Employer, in writing, any Inventions; (ii) assign to Employer, or to any party designated by Employer, without additional consideration, all of Employee's rights to the Inventions; (iii) execute and deliver to Employer such documents as Employer may reasonably request in order to apply for and obtain any intellectual property registrations with respect to any Inventions; and (iv) give any required testimony and render any other required assistance in support of Employer's rights to any Inventions. The term "Invention" refers to any idea, technique, modification, process, extension, advancement or improvement made, conceived, devised, developed or perfected by Employee during the term of Employee's employment, including, without limitation, any works of authorship. This paragraph 7.1 shall not apply to any Inventions for which no equipment, supplies, facilities, trade secrets or other Confidential Information of Employer was used and which was developed entirely on Employee's own time unless (a) the Invention relates to Employer's business or Employer's actual or demonstrably anticipated research or development or (b) the Invention results from any work performed by Employee for Employer.

7.2 Prior Inventions. To preclude any possible uncertainty, Employee has set forth on Exhibit C attached hereto a complete list of ideas, techniques, modifications, processes, extensions, advancements, improvements or other inventions that Employee has, alone or jointly with others, conceived, developed or reduced to practice prior to the commencement of Employee's employment with Employer that Employee considers to be Employee's property or



the property of third parties and that Employee wishes to have excluded from the scope of this Agreement ("Prior Inventions"). Employee has also listed on Exhibit C all patents and patent applications in which Employee is named as an inventor, other than those which have been assigned to Employer ("Other Patent Rights"). If no such disclosure is attached, Employee represents that there are no Prior Inventions or Other Patent Rights. If, in the course of Employee's employment with Employer, Employee incorporates a Prior Invention into an Employer product, process or machine or other work done for Employer, Employee hereby grants to the Employer a nonexclusive, royalty-free, irrevocable, worldwide license (with the full right to sublicense) to make, have made, modify, use and sell such Prior Invention. Notwithstanding the foregoing, Employee will not incorporate, or permit to be incorporated, Prior Inventions in any Employer-owned properties without Employer's prior written consent.

#### **8. Judicial Modification of Restrictive Covenants; Enforcement**

**8.1     Judicial Modification.** If any court of competent jurisdiction rules that any restrictions described in paragraphs 5, 6 or 7 of this Agreement, including, without limitation, the definition of Restricted Period, are over-broad or unreasonable under the circumstances then existing, the court shall modify or revise such restriction to include the maximum reasonable restriction allowed by law. If Employee violates any of the restrictions described in paragraph 6, the Restricted Period shall be extended by a period equal to the length of time from the commencement of any such violation until such time as such violation shall be cured by Employee to the satisfaction of Employer. Employer shall have the right and remedy (provided that such remedy shall not preclude Employer from seeking any other remedies available at law or in equity) to require Employee to account for and pay over to Employer all compensation, profits, monies, accruals, increments or other benefits derived or received by Employee as the result of any transactions constituting a breach of paragraphs 5, 6 or 7 herein, and Employee shall account for and pay over such amounts to Employee upon Employee's request therefore.

**8.2     Enforcement.** In recognition of the confidential nature of the Confidential Information and the irreparable harm to Employer as a result of any actual or threatened violation of the promises of Employee contained in Paragraphs 5, 6, and 7 herein, the parties agree that it is impossible to measure solely in money the damages that will accrue to Employer by reason of Employee's wrongful use or disclosure of any Confidential Information, solicitation of customers, solicitation or hiring of employees of Employer, disparagement of Employer, or any other action taken by Employee in violation of the obligations under this Agreement. Therefore, if Employer shall institute any action or proceeding to enforce the provisions of Paragraphs 5, 6, and 7 herein, as applicable, Employee hereby waives the claim or defense that there is an adequate remedy at law and agrees in any such action or proceeding not to interpose the claim or defense that such remedy exists at law. Employee hereby specifically affirms the appropriateness of injunctive or other equitable relief in any such action.

Employee and Employer acknowledge and agree that the remedies of Employer in equity shall be in addition to any other remedies that Employer may have by reason of Employee's threatened or actual violation of the provisions of Paragraphs 5, 6, and 7 herein, as applicable.

Employee agrees that if he or she violates the provisions of Paragraphs 5, 6, or 7, herein, as applicable, Employer shall be entitled to an accounting and repayment of all profits, compensations, commissions, remuneration or other benefits that Employee, directly or indirectly, has realized and/or may realize as a result of such violation. These rights shall be in addition to, and not in limitation of, any injunctive relief or other rights or remedies to which Employer is or may be entitled at law, in equity, or under this Agreement. Employee agrees to pay Employer reasonable attorney's fees and costs associated with enforcing any of the covenants in Paragraphs 5, 6, and 7 herein as long as Employer succeeds





in enforcing any provision thereof, regardless of whether Employer obtains all of the relief requested and regardless of whether the matter is settled without a trial or hearing.

9. Miscellaneous

9.1 Assignment. Employee may not assign or transfer, in whole or in part, Employee's interests, rights or obligations under this Agreement without the prior written consent of Employer's Board of Directors.

9.2 Notices. Any notice or other communication provided for or required by this Agreement shall be given (i) three (3) business days after mailing by registered or certified mail, postage prepaid, return receipt requested, (ii) two (2) business days after deposit with a recognized overnight courier (such as Federal Express) or (iii) upon delivery if sent by tele-facsimile or in person, in each case to the addresses of the parties set out on the signature page of this Agreement. Any party may change such address by providing written notice of the same to the other party.

9.3 Governing Law; Venue. This Agreement is governed by the laws of the State of Illinois, without regard to conflicts of law principles. Any disputes, claims, or causes of action with respect to this Agreement shall be resolved in the circuit court most closely situated to Employer's then-current principal place of business.

9.4 Severability. If any provision of this agreement is found to be unenforceable by a court of competent jurisdiction, the remaining provisions shall continue to be in full force and effect.

9.5 Entire Agreement. This Agreement constitutes the entire agreement between the parties, contains all of the agreements between the parties with respect to the subject matter hereof and supersedes any and all other agreements, either oral or written, between the parties with respect to the subject matter hereof.

9.6 Amendment. No modification of this Agreement shall be valid unless the same shall be in writing and signed by Employee and a member of the Board of Directors of Employer. No waiver of any provision of this Agreement shall be valid unless in writing and signed by the party or party to be charged.

9.7 Binding Effect. This Agreement shall be binding upon and inure to the benefit of Employer and its successors, heirs, legal representatives and permitted assigns.

9.8 Indemnification. Employee agrees to indemnify, save and hold harmless Employer from and against any and all other claims, damages, losses, costs and expenses (including reasonable attorneys' fees) arising out of or resulting from any breach by Employee of any term of this Agreement.

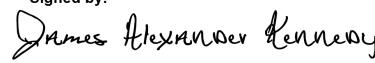
9.9 Counterparts; Facsimile and Electronic Signatures. This Agreement may be executed in any number of counterparts which shall, collectively and separately, constitute one agreement. Facsimile and electronic signatures shall be treated the same as an original signature for this Agreement.



## SIGNATURE PAGE TO EMPLOYMENT AGREEMENT

Krasan Consulting Services.

### EMPLOYEE

Signed by:  
  
\_\_\_\_\_  
BCD6BA059AFA4E4...

James Alexander Kennedy  
\_\_\_\_\_

Title: \_\_\_\_\_ Android & IOS Developer

### EXHIBIT A TO EMPLOYMENT AGREEMENT

The following is a detailed description of my ownership or management authorities in any business venture as of the date of this Agreement:

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**EXHIBIT B TO EMPLOYMENT AGREEMENT**

To: Krasan Consulting Services Inc.

From: James Alexander Kennedy

Date: 8/1/2025

SUBJECT:

**Prior Inventions**

The following is a complete list of all inventions or improvements relevant to the subject matter of my employment by Employer that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my engagement by Employer:

- No inventions or improvements
  - See below:
- 
- 

- Additional sheets attached

The following is a list of all patents and patent applications in which I have been named as an inventor:

- None
  - See below:
- 
-

## Certificate Of Completion

Envelope Id: EBFB855B-88E1-406C-AA70-911DB1BCD485

Status: Sent

Subject: Complete with DocuSign: James Alexander Kennedy - Employee Offer Letter - Hourly.pdf, James Ale...

Source Envelope:

Document Pages: 12

Signatures: 2

Envelope Originator:

Certificate Pages: 5

Initials: 0

Krasan HR

AutoNav: Enabled

3049 Burlington Ave

EnvelopeD Stamping: Enabled

Lisle, IL 60532

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

HR@KrasanConsulting.com

IP Address: 49.204.26.162

## Record Tracking

Status: Original

Holder: Krasan HR

Location: DocuSign

8/1/2025 10:55:30 AM

HR@KrasanConsulting.com

### Signer Events

### Signature

### Timestamp

James Alexander Kennedy



Sent: 8/1/2025 10:57:44 AM

j.alx.kennedy@gmail.com

Viewed: 8/1/2025 12:41:07 PM

Android & IOS Developer

Signed: 8/1/2025 12:50:32 PM

Security Level: Email, Account Authentication  
(None)

Signature Adoption: Pre-selected Style

Using IP Address: 23.106.169.120

### Electronic Record and Signature Disclosure:

Accepted: 8/1/2025 12:41:07 PM

ID: 2b0e3537-786a-40e8-b576-990c39ae9b1c

Pavi Karumuri

Sent: 8/1/2025 12:50:34 PM

pavithra@krasanconsulting.com

CEO

krasan consulting

Security Level: Email, Account Authentication  
(None)

### Electronic Record and Signature Disclosure:

Accepted: 7/31/2025 1:24:05 PM

ID: 3aa43f2a-b90a-42cb-976c-7d45db95be4d

### In Person Signer Events

### Signature

### Timestamp

### Editor Delivery Events

### Status

### Timestamp

### Agent Delivery Events

### Status

### Timestamp

### Intermediary Delivery Events

### Status

### Timestamp

### Certified Delivery Events

### Status

### Timestamp

### Carbon Copy Events

### Status

### Timestamp

### Witness Events

### Signature

### Timestamp

### Notary Events

### Signature

### Timestamp

### Envelope Summary Events

### Status

### Timestamps

Envelope Sent

Hashed/Encrypted

8/1/2025 10:57:44 AM

### Payment Events

### Status

### Timestamps

## **Electronic Record and Signature Disclosure**

## **ELECTRONIC RECORD AND SIGNATURE DISCLOSURE**

From time to time, Krasan Consulting Services Inc (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

### **Getting paper copies**

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

### **Withdrawing your consent**

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

### **All notices and disclosures will be sent to you electronically**

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

**How to contact Krasan Consulting Services Inc:**

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: accounts@krasanconsulting.com

**To advise Krasan Consulting Services Inc of your new email address**

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at accounts@krasanconsulting.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

**To request paper copies from Krasan Consulting Services Inc**

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to accounts@krasanconsulting.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

**To withdraw your consent with Krasan Consulting Services Inc**

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to accounts@krasanconsulting.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

### **Required hardware and software**

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

### **Acknowledging your access and consent to receive and sign documents electronically**

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

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- Until or unless you notify Krasan Consulting Services Inc as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Krasan Consulting Services Inc during the course of your relationship with Krasan Consulting Services Inc.