



WonderBotz LLC
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June 9, 2025

Joshua Hendon
401 Bronx River Ave Apt 309, Bronx, NY 10473
Cell: +1 (214) 699-6951
Email: joshua.hendon0818@gmail.com

Dear Mr. Hendon:

We are extremely pleased to offer you employment with us beginning June 23, 2025, or later as agreed. The terms of your employment ("Agreement") and effective date of joining are enumerated below. Subject to change, your employment location will be based in your home or company office.

Employment | Upon joining the company, your title will be Consultant - Automation Developer. You will serve the company in this capacity and perform duties established by the company. You will be expected to be available to travel up to 100% of the time.

Duties | Your position of Consultant – Automation Developer is a full-time position. You agree to devote all your working time and apply all your skill, ability, and energy to the faithful performance of duties and responsibilities the company may assign during your employment, including any goals or expectations for sales, revenue, and productivity. Initially, those responsibilities will be defined as, but never limited to:

- Analyze business processes to identify opportunities for automation and efficiency improvements.
- Define, design, and develop automation on leading RPA platforms for clients, including POCs, pilots, and production automation.
- Work closely with business analysts, stakeholders, and IT teams to gather requirements and deliver tailored automation solutions.
- Participate in workshops and interviews with business process subject matter experts (SMEs) to gather and confirm business process details and document process definitions.
- Maintain and support existing automation solutions, ensuring high availability, reliability, and performance.
- Create and maintain comprehensive documentation, including process definitions, technical designs, and user manuals
- The position may require some limited after-hours or weekend work as mutually

agreed with you and the customer agreed with you and the customer.

Salary | Company will pay you an annualized gross salary of one hundred ten thousand dollars (\$110,000). Your salary is payable monthly in arrears per the company's standard policies. Overtime (OT) will NOT be paid for full-time salaried employees.

Additionally, you will be entitled to an annualized bonus of \$5,000, which will be paid annually at the end of every year's work anniversary at the Company

All cash compensation will be processed through the company's payroll process, and when appropriate, all Federal, State, and Employment taxes will be withheld. The company shall pay such compensation for said services on the last business day of the month. Employee agrees to keep accurate records and to submit such timesheets and statements as the company may request.

Benefits |

- **Medical Benefits:** You'll be entitled to Medical Benefits, which include General Medical, Dental, and Vision. WonderBotz will pay 50% of the employee-only premium. You can add your family (Spouse & Children) to the plan, which will be charged back to the employee. Such a chargeback will be deducted from your monthly payroll. Please note: insurance coverage will begin on the first day of the month following your start date if your employment begins after the 1st of the month.
- **Holidays and Vacation:** You'll be entitled to declared US federal holidays and up to ten (10) business days of paid vacation. This vacation can be availed starting the 4th month of employment. Vacation time must be used within the year it is granted. In other words, vacation time may not be "carried over" or accumulated from year to year. Each eligible employee begins to accrue vacation time on their anniversary date and loses any unused vacation time that was accrued during the employee's prior year of employment. Upon termination of employment with WonderBotz, whether voluntary or involuntary, all unused vacation time will be forfeited and not paid out. Vacation time must be scheduled at least one week in advance whenever possible. The use and duration of vacation time are subject to your supervisor's approval. The company will make every effort to accommodate requests to schedule vacation time but reserves the right to prioritize requests based on business needs.
- **Sick Days:** As per governed by state regulations.
- **Expense Reimbursement/Work Equipment:** WonderBotz will reimburse you for all reasonable and necessary business expenses you incur while performing your duties and responsibilities, provided you submit adequate documentation for all expenses and comply with our expense policies. WonderBotz will provide a laptop and other equipment required for you to be successful. You are expected to provide your mobile phone and, if desired, tablet. We do not reimburse for household-related expenses when working out of your home.
- **Wellness Program Reimbursement:** The company is committed to creating a sustainable work culture where mind, body, and spirit are equally nourished and challenged. In 2025,

we have a wellness reimbursement program to support you in accomplishing your wellness goals. Under this program, US-based employees are eligible for reimbursement of health and wellness products and services for you and your family, up to \$500 annualized. You can use this towards the purchase of a broad range of health and wellness products (e.g., home exercise equipment, health monitor, manual bicycle/skateboard, health food supplement, standup desk, ergonomic office chair), and services (e.g., gym membership, medical spa, stress reduction, weight loss).

- **Educational Allowance/Certifications:** With the prior written approval of WonderBotz, you may be reimbursed for tuition, travel, and other costs in connection with continuing formal education, training, and other related activities that will enhance your knowledge and ability within your profession. Each request for reimbursement will be considered case-by-case basis and provided only on the condition that employees who quit within two years (or other subsequently specified period) after completing the educational activities must repay WonderBotz for all educational reimbursement they received using a payroll deduction or other means as appropriate.
- **401K:** You'll be entitled to participate in our 401K Plan as per WonderBotz policies after completing one year of service with WonderBotz.

Termination | Your employment relationship with the company is at will. The company shall have no further payment obligation to you upon your termination or discharge, except for monies owed for work performed before termination, any pending expense dues from the company, or any dues to be paid as per the government regulations.

Performance Review | Your performance will be reviewed periodically, including compensation review as applicable. The present company policy is to conduct performance reviews annually as part of a company-wide process.

Reports | Your immediate supervisor will be Varun Rusiya, subject to change at the company's sole discretion. You will provide the company with any reports that are deemed necessary, including periodic summaries of work-related activities and other accomplishments.

Loyalty | You agree to give WonderBotz your undivided loyalty and to devote your full time and attention to company business during your employment. As part of your duty of loyalty, you accept the following obligations:

- You will refrain from engaging in other employment, rendering outside services, or conducting other business without WonderBotz' s prior written consent.
- You will not participate directly or indirectly in any business that competes with the company, either as an employee, consultant, investor, or in other capacities, nor will you prepare to participate in such a competing business.

Confidentiality | You recognize and agree that:

- In the course of employment by the company, you may gain access to information, including but not limited to client information and company intellectual property, pricing, and trade secrets, sales volume, sales methods, sales proposals, customers, and prospective customers, prospect list, recruiting methods, email correspondence, ideas, improvements or other confidential or proprietary information related to the company affairs (collectively referred therein as the “Confidential Information”).
- Confidential Information is the sole and exclusive property of WonderBotz. Misusing, misappropriating, or disclosing the Confidential Information would constitute a breach of this Agreement and could cause irreparable injury to the company.
- It is essential to protect WonderBotz’ goodwill and maintain the company’s competitive position that the Confidential Information is kept secret and that you do not disclose the Confidential Information to others or use it to your personal advantage or that of any other person or entity. It may only be used while performing your duties at WonderBotz.
- You acknowledge that the details and terms of your compensation are designated as Confidential Information. You agree to not discuss or disclose your compensation with anyone else except the company CEO or the CEO’s specified delegate.
- You agree to hold and safeguard the Confidential Information in trust for the benefit of the company, its successors and assigns.
- You agree to adhere to the company’s Confidential Information policies during your entire employment period and always after that.

Return of Materials | Upon termination of employment with the company for any reason, including without limitation, termination by the company with or without cause: (1) you shall promptly deliver to the WonderBotz all correspondence, drawings, manuals, letters, notes, notebooks, reports, prospect lists, flow charts, programs, proposals, and any documents concerning the WonderBotz’ customers or suppliers, and (2) you agree not to intentionally delete or adversely alter information or files that would reasonably be valuable to the company affairs (e.g., sales correspondence with prospects, company emails, opportunity records).

Non-competition During Your Employment Term | You covenant and agree that during the term of your employment with the company:

- Whether on behalf of yourself or a new employer, you will not, directly or indirectly, solicit the trade of, or trade with, any customer, prospective customer, supplier, or prospective supplier of the company, for any business purpose other than the benefit of the WonderBotz.
- You shall not, in any manner, represent, provide services, or engage in any aspects of business that would be reasonably viewed as similar to the business of WonderBotz or, in any way, assist others to do the same.

Non-solicitation of Clients and Prospects | You covenant and agree that during the term of your employment with the Company and for eighteen (18) months after the termination

thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, on your behalf or behalf of or in conjunction with any person or legal entity, recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee of the Company with whom you had personal contact while performing your duties, to terminate their employment relationship with the Company.

Non-solicitation of Employees | You covenant and agree that during the term of your employment with the Company and for eighteen (18) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, on your behalf or behalf of or in conjunction with any person or legal entity, solicit or attempt to solicit any of the Company's clients or prospective clients, with whom you had contact (i.e., providing services whether paid or unpaid, selling, or advising others on strategies to serve or sell) during your employment with the Company.

Remedies of Company | You acknowledge that the restrictions imposed by this Agreement are reasonable and necessary to protect the company's legitimate and valid business interests. You also acknowledge and agree that such conditions and limitations do not and will not impose an undue hardship on you.

Authorize to modify Restrictions | The parties intend that the provisions of this Agreement shall be enforceable and entirely permissible under applicable law. This Agreement shall be construed and enforced per the laws of the State of New Jersey. The remaining clauses and provisions shall remain valid if any of its provisions are inapplicable or unenforceable.

Company Violation Not a Defense | In an action by the Company to enforce this Agreement, any claims you assert against the company shall not constitute a defense to the company's action.

Work Timings | Full time is defined as at least forty (40) hours per week.

Survival | Any of your or our obligations under this Agreement, which by their nature would reasonably continue beyond the termination of employment for any reason, shall survive termination, including but not limited to confidentiality, non-competition, and non-solicitation.

Conditions | In addition to your acceptance of the terms of this letter, this offer of employment is conditioned upon all the following:

- You complete a pre-employment background check and immigration clearance with a satisfactory result.
- You complete satisfactorily our client UiPath's background check.
- Company receives satisfactory references from you if need be. You consent to the release of all available information for that purpose.
- You sign the enclosed Confidentiality Agreement.
- You agree and provide separate written acknowledgment of company policies (e.g., information security)

- You present acceptable proof of your identity and authorization to work as required by immigration law

To confirm that you agree to these terms, please sign and date the enclosed copy of this letter and return it to me by June 12, 2025.

We look forward to having you join the team!

Sincerely,

Bhavyesh Virani

Bhavyesh Virani (Jun 9, 2025 16:29 EDT)

Bhavyesh Virani
Co-CEO

I acknowledge that I have carefully read and understand the proposed terms of my employment and that I have not relied upon any representation or statement, written or oral, not set forth or referenced above and that I have been given the opportunity and been encouraged to have this agreement reviewed by an attorney.

Employee Acceptance of Employment

Joshua Hendon

Joshua Hendon (Jun 9, 2025 17:23 CDT)

Employee signature

06/09/2025

Date

Joshua Hendon

Printed Name

Offer Letter - Joshua Hendon 20250609

Final Audit Report

2025-06-09

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