

1 January 2022

# Rocketeer Promotion

## Variation to Contract

Dear Rocketeer,

It takes a lot of hard work and dedication to fuel a fast-growing company with delighted customers. But at the end of the day, we don't build a great company just so that we have a great company. We build it so that we can all help build our careers, families, and communities.

We recognize that your contributions to ServiceRocket have helped us grow and at the same time have grown your own skills. Thank you for all your hard work, dedication, and great performance thus far.

We are very pleased to inform you that you have been selected for a promotion, subject to your agreement to the following revisions to your Employment Letter dated 1 January 2022 (the "Employment Letter").

All other terms and conditions not stated below will continue as set out in the Employment Letter. This Letter will act as an Amendment to the Employment Letter.

### **1. Position**

1.1 You will be employed in the position of Rocket Engineer effective 1 January 2022.

1.2 Your new duties and responsibilities associated with the role will be reflected in your new Position Description.

## **2. Base Salary**

Your base salary will increase from \$900,000.00 AUD to \$1,000,000.00 AUD per annum [for Australia state excluding superannuation], effective 1 January 2022.

## **3. Variable Compensation**

Subject to the successful attainment of specified goals determined by your Manager, the details of which shall be provided to you within the next 30 days, you will be eligible for an annual bonus amount of up to \$100,000.00 AUD, awarded [quarterly or semi-annually] effective 1 January 2022.

## **4. Direct Report**

Your [new] direct report is [Name], [Position].

We ask that you please review, initial and sign this Variation to Contract Letter.

Should you have any questions regarding this Letter of Transfer, please do not hesitate to contact your manager or the People Team.



Congratulations on the promotion and we look forward to your continued contribution as we all challenge each other to grow and create more value for our customers, team and our many Rocketeer shareholders.

As always, we're happy to have you as part of the team and if there are ever any ideas or thoughts you have to help make ServiceRocket the best place on earth to work - we'd love to know!

Yours sincerely,  
SERVICEROCKET Australia