

## Moontrace Equity Philosophy: Contributors

Dear Contributors,

At Moontrace Engineering, we are building a mission-driven company at the frontier of post-quantum cybersecurity. As a pre-funded startup, equity is one of the few ways we can reward our early team. We approach this responsibility with seriousness and transparency.

Our Principles:

- Equity is a long-term commitment, not a short-term perk. It rewards those who invest meaningful time and energy.
- Equity is protected to support future hires, advisors, and fundraising.
- Equity is structured to reflect contribution, consistency, and risk.

Allocation Guidelines:

We allocate equity based on role, impact, and time commitment. All equity grants are subject to a standard vesting policy:

- 4-year vesting: Equity vests gradually over 4 years.
- 1-year cliff: No equity vests if the contributor leaves before completing 12 months. Vesting begins only after the first full year.

All roles are equity-only unless otherwise specified. There are no cash compensation or stipends until funding/grant is secured. This protects the company from short-term involvement and ensures that contributors are incentivized to stay and build.

Looking Ahead:

If Moontrace raises funding or generates revenue:

- Equity will convert to valuable upside.
- Early contributors may be offered paid roles, bonuses, or grants.
- Contributors will be acknowledged publicly and in our tools.

Why This Matters:

We're not building for quick wins. We're building to secure the post-quantum internet. If you align with this vision, you'll find a place here where your contributions are valued for the long term.

**"To those who stand by Moontrace in its earliest days — your belief is my foundation, and my trust in you is absolute. We rise together, or not at all."**

Regards,

Bharat Raghuvanshi