



Income Share Agreement (ISA)

Dear Natnael Malike Meliyon,

Congratulations on being part of **A2SV | Africa to Silicon Valley Generation 6**. Your talent and potential have stood out, and we are excited to support your journey toward a successful tech career.

To finalize your participation, please review and sign the enclosed **Income Share Agreement (ISA)**, which outlines the terms of your engagement with A2SV. This agreement ensures access to high-quality training, mentorship, and career opportunities, in exchange for a **future income share only after securing a relevant job**.

Next Steps:

- 1. Carefully review the Income Share Agreement (ISA).**
- 2. Sign and return the document** to A2SV as soon as possible.

We are here to support you throughout this process and look forward to celebrating your future achievements. If you have any questions, feel free to reach out to **Emre Varol, CEO of A2SV**, at emre@a2sv.org.

Best regards,

A2SV Foundation

Income Share Agreement (ISA)

entered into on 3/10/2025

between

A2SV - Africa to Silicon Valley

and

Natnael Malike Meliyon

1) Purpose

This Agreement outlines the terms under which a **Participant** agrees to share a portion of their income with A2SV in exchange for training, mentorship, and career placement opportunities provided by A2SV.

2) Participant Obligations

- a) **Program Engagement:** The Participant agrees to attend and fully engage in all training activities, including **lectures, problem-solving sessions, mock interviews, weekly contests, and mentorship meetings.**
- b) **Reporting:** The Participant must **provide updates on job application progress** and share **salary details** upon accepting an offer in relevant disciplines to A2SV Education such as software engineering, machine learning engineering, product management, and UI/UX design.

3) Income Share Terms

This section defines the specifics of the income share arrangement.

- 1. **Income Share Percentage:** Participant agrees to contribute 15% of gross income from any job related to A2SV Education. Gross income refers to total earnings before taxes and deductions.
- 2. **Contribution Cap:** The maximum contribution is \$15,000 USD. Once this cap is reached, the Participant will no longer be required to make payments.
- 3. **Minimum Income Threshold:** Contributions are only required if the Participant's monthly gross income is \$1,000 or higher. Below this threshold, no payment is due.
- 4. **Payment Schedule:** Payments must be made monthly, within 30 days of receiving a paycheck. The Participant must ensure timely transactions.
- 5. **Payment Method:** Payments shall be made via bank transfer or other agreed-upon payment methods, as specified by A2SV.
- 6. **Financial Hardship:** If the Participant is unable to make payments due to personal circumstances, they must proactively initiate a conversation with A2SV to discuss possible solutions or temporary adjustments.

4) Non-Compliance & Consequences

Failure to comply with this Agreement may result in the following actions:

1. **Loss of A2SV Benefits:** The Participant may be removed from the A2SV community and alumni network.
2. **Notification to Employer** (if applicable): A2SV reserves the right to inform the Participant's employer in cases of deliberate non-payment.
3. **Legal Enforcement:** A2SV may pursue legal action to recover outstanding amounts in accordance with the governing law.

5) Termination of Agreement

This Agreement shall automatically terminate under the following conditions:

1. The participant fulfills payment obligations by reaching the \$15,000 cap.
2. The Participant remains unemployed or does not secure a qualifying job within 24 months of completing A2SV training.
3. A mutual agreement is reached between both parties to terminate the ISA.

6) Governing Law

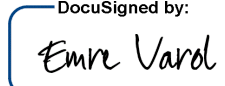
This Agreement is governed by the laws of the State of California, USA.

Signatures

In witness whereof, the undersigned have agreed to the terms of this Agreement as of the date set forth below:

A2SV Representative

Emre Varol
Founder & CEO, A2SV

Signature: 
Date: 3/10/2025

A2SVian

Natnael Malike Meliyon
Student

Signature: Natnael Malike
Date: 3/11/2025