PROMPT 5: EMPLOYMENT AGREEMENT

1. **Compensation**. As compensation for the services provided by the Employee hereunder, the Company shall pay the Employee a salary of Two Thousand Four Hundred Dollars ($2,400.00) per month for the duration of their employment. This salary shall be payable in accordance with the Company’s standard payroll practices. The Employee acknowledges that there is no minimum or maximum number of hours required per week, and that compensation is based on the role and responsibilities assigned to them as outlined in Section 2. The Employee may be eligible for additional bonuses or benefits as determined by the Company’s policies.
2. **Probation Period**. The first three (3) months of the Employee’s employment shall be a probation period. The Company reserves the right to cancel, shorten or extend the probation period by written notice to the Employee, which notice must be given before the end of the probation period.
3. **Signing Bonus**: The Company agrees to pay you a one-time cash signing bonus in an amount equal to $100,000 (the “Signing Bonus”), payable upon the Company’s first regular payroll date following the Start Date and subject to all applicable tax reporting and withholding requirements. Notwithstanding the foregoing, you acknowledge and agree that if you voluntarily resign or the Company terminates your employment for Cause (each, a “Termination Event”) prior to the second anniversary of your Start Date, you shall repay a portion of the Signing Bonus to the Company within 30 days of such Termination Event without reduction for any taxes withheld by the Company upon its payment to you of the Signing Bonus, as follows: (i)if there is a Termination Event prior to the first anniversary of your Start Date, you shall repay to the Company 50% of the Signing Bonus and (ii)if there is a Termination Event on or after the first anniversary of your Start Date, but prior to the second anniversary of your Start Date, you shall repay to the Company 33% of the Signing Bonus. By signing below, you authorize the Company to immediately offset against and reduce any amounts otherwise due to you for any amounts due to the Company in respect of your obligation to repay the Signing Bonus under this paragraph.
4. **Confidentiality clause**. The Employee acknowledges that the confidentiality of the Employer’s confidential information is critical to the Employer’s success and that the Employer has invested substantial time, money and effort in developing such confidential information. Therefore, during the term of his employment and after termination thereof, the Employee undertakes not to reproduce, publish, use, disclose, show or otherwise communicate to any person or entity any of the Employer’s confidential information, unless the Employer expressly permits or instructs him to do so. This confidentiality clause applies until the confidential information becomes generally known to the public through an act of the Employer or another source, unless it becomes known to the public through the fault of one of the Employer’s employees.
5. **Quarterly Bonus**. Employee is eligible to receive a Quarterly Bonus as determined by the Regional Contribution Report prepared by the Company’s Finance Department. However, in the event of a natural disaster or any other occurrence deemed by the Company to result in financial stress or hardship, the Employee agrees to repay the entire amount of the Quarterly Bonus previously awarded. The Company retains the right to assess any situation affecting its financial stability, and the Employee shall be obligated to return the bonus within seven (7) days of receiving notice of such a requirement from the Company. Failure to repay the bonus in a timely manner shall result in deductions from the Employee’s future compensation or other legal remedies as deemed appropriate by the Company.