

KEY EMPLOYEE RETENTION AGREEMENTS

This document is part of the acquisition transaction between GlobalTech Corporation ("Buyer") and InnovateTech Solutions, Inc. ("Seller") dated as of February 15, 2025. This document should be read in conjunction with Document: SCHEDULE 3.15 - EMPLOYEE MATTERS, Document: CONSULTING AGREEMENT - FOUNDER, and all other transaction documents.

EMPLOYEE CENSUS

Total Employees: 127 (Full-time: 120; Part-time: 7)

Engineering: 68 employees (Senior: 24; Mid-level: 32; Junior: 12)

Sales & Marketing: 28 employees

Customer Success: 18 employees

G&A;; 13 employees

KEY EMPLOYEES

The following are Key Employees subject to Document: Key Employee Retention Agreements:

1. Dr. Sarah Chen - CTO - 15 years experience - Retention bonus: \$1,200,000
2. Michael Rodriguez - VP Engineering - Leads 45-person team - Retention: \$800,000
3. Jennifer Walsh - VP Sales - \$18M quota achievement - Retention: \$600,000
4. David Kim - Principal Architect - Core platform expertise - Retention: \$500,000
5. Amanda Foster - VP Customer Success - 95% retention rate - Retention: \$400,000

Founder consulting terms in Document: Consulting Agreement - Founder.

BENEFIT PLANS

Active benefit plans (details in Document: Employee Benefit Plan Schedule):

401(k) Plan - Company match 4% - \$2.1M annual cost

Health Insurance - PPO and HMO options - \$1.8M annual cost

Stock Option Plan - 2,500,000 shares reserved - 1,800,000 granted

Treatment of equity awards addressed in Document: Master Acquisition Agreement Section 2.6.

SECTION 4

Additional provisions related to KEY EMPLOYEE RETENTION AGREEMENTS.

All terms defined in Document: Master Acquisition Agreement apply herein.

Cross-reference: See SCHEDULE 3.15 - EMPLOYEE MATTERS for related provisions.

The parties acknowledge receipt of all schedules and exhibits referenced herein.

This section shall survive the Closing Date as specified in Article VIII of the Master Agreement.

SECTION 5

Additional provisions related to KEY EMPLOYEE RETENTION AGREEMENTS.

All terms defined in Document: Master Acquisition Agreement apply herein.

Cross-reference: See CONSULTING AGREEMENT - FOUNDER for related provisions.

The parties acknowledge receipt of all schedules and exhibits referenced herein.

This section shall survive the Closing Date as specified in Article VIII of the Master Agreement.