

PARTNER EMPLOYMENT AND EQUITY AGREEMENT

DOZIER HOLDINGS GROUP, LLC

EMPLOYMENT AGREEMENT

This Agreement is entered into as of _____, 2026

BETWEEN:

EMPLOYER: DOZIER HOLDINGS GROUP, LLC 12036 Lake Portal Drive Houston, TX 77047 Tax ID: 88-3846539

AND

EMPLOYEE/PARTNER: Name: _____ Address: _____
SSN: _____

ARTICLE I - EMPLOYMENT

Section 1.1 - Position

Employee is hired as: _____

Section 1.2 - Duties

Employee shall perform all duties assigned by the Founder/CEO, CHAD ALLEN DOZIER SR., including but not limited to:

1. _____
2. _____
3. _____

Section 1.3 - Reporting

Employee reports directly to CHAD ALLEN DOZIER SR.

Section 1.4 - At-Will Employment

Employment is AT-WILL and may be terminated by either party at any time, with or without cause, subject to the equity forfeiture provisions herein.

ARTICLE II - COMPENSATION

Section 2.1 - Base Salary

Annual Base Salary: \$_____ Paid: Bi-weekly / Monthly (circle one)

Section 2.2 - Profit Sharing

Employee shall receive _____% of net profits, paid quarterly, subject to Founder approval.

Section 2.3 - Benefits

- Health Insurance: Yes / No
- Dental Insurance: Yes / No
- Vision Insurance: Yes / No
- 401(k): Yes / No
- PTO: _____ days per year

Section 2.4 - Expense Reimbursement

Reasonable business expenses will be reimbursed upon submission of receipts and Founder approval.

ARTICLE III - EQUITY GRANT

Section 3.1 - Membership Interest Grant

Employee is granted: _____% Class B Membership Interest in DOZIER HOLDINGS GROUP, LLC

Section 3.2 - Vesting Schedule

Milestone	Vested %	Cumulative
Start Date	0%	0%
12 Months (Cliff)	25%	25%
24 Months	25%	50%
36 Months	25%	75%
48 Months	25%	100%

Section 3.3 - Cliff Period

If Employee leaves or is terminated before completing 12 months of service, Employee forfeits ALL equity and receives NOTHING.

Section 3.4 - Acceleration

Vesting may be accelerated at the sole discretion of CHAD ALLEN DOZIER SR.

Section 3.5 - Forfeiture

Employee forfeits ALL UNVESTED equity upon:

1. Voluntary resignation
 2. Termination for cause
 3. Breach of this Agreement
 4. Violation of non-compete
 5. Violation of confidentiality
 6. Death or disability
-

ARTICLE IV - FOUNDER CONTROL ACKNOWLEDGMENT

Section 4.1 - Acknowledgment

Employee acknowledges and agrees that:

1. **CHAD ALLEN DOZIER SR. has ABSOLUTE CONTROL** over all Company decisions
2. Employee CANNOT vote to remove the Founder
3. Employee's equity carries LIMITED voting rights (1x per %)
4. Founder's equity carries SUPER voting rights (100x per %)
5. Founder has VETO POWER over all decisions
6. Founder may adjust Employee's compensation at any time
7. Founder may terminate Employee at any time
8. Employee has NO right to force distributions
9. Employee has NO right to inspect books without Founder permission
10. Employee CANNOT sell or transfer equity without Founder consent

Section 4.2 - Waiver of Rights

Employee hereby WAIVES any right to:

1. Vote to remove the Founder
2. Force dissolution of the Company
3. Demand distributions

4. Sue for breach of fiduciary duty related to Founder's control
 5. Challenge any decision made by the Founder
-

ARTICLE V - NON-COMPETE

Section 5.1 - Non-Compete Period

For FIVE (5) YEARS after termination, Employee shall NOT:

1. Work for any competitor in:
 - Sports technology
 - NIL (Name, Image, Likeness) services
 - Athlete management
 - College recruiting technology
 - Sports social media platforms
2. Start or invest in any competing business
3. Provide consulting services to competitors

Section 5.2 - Geographic Scope

This non-compete applies WORLDWIDE.

Section 5.3 - Consideration

Employee acknowledges that the equity grant and employment are sufficient consideration for this non-compete.

ARTICLE VI - NON-SOLICITATION

Section 6.1 - Non-Solicitation Period

For FIVE (5) YEARS after termination, Employee shall NOT:

1. Solicit, contact, or do business with any Company customer or partner
 2. Recruit, hire, or solicit any Company employee or contractor
 3. Interfere with any Company business relationship
 4. Disparage the Company or Founder
-

ARTICLE VII - CONFIDENTIALITY

Section 7.1 - Confidential Information

Employee agrees to maintain PERPETUAL confidentiality of:

1. Trade secrets
2. Customer lists and data
3. Partner agreements
4. Financial information
5. Business strategies
6. Technology and code
7. Marketing plans
8. Employee information
9. Any information marked "Confidential"

Section 7.2 - Return of Materials

Upon termination, Employee shall immediately return ALL Company property, documents, and data.

Section 7.3 - No Copies

Employee shall not retain any copies of Confidential Information.

ARTICLE VIII - INTELLECTUAL PROPERTY

Section 8.1 - Work for Hire

All work created by Employee during employment is “WORK FOR HIRE” and belongs exclusively to the Company.

Section 8.2 - Assignment

Employee hereby assigns ALL intellectual property rights to the Company, including:

1. Inventions
2. Software and code
3. Designs
4. Content
5. Business methods
6. Any other IP

Section 8.3 - Cooperation

Employee agrees to sign any documents necessary to perfect the Company’s IP rights.

ARTICLE IX - TERMINATION

Section 9.1 - Termination by Company

The Company may terminate Employee at any time, with or without cause.

Section 9.2 - Termination by Employee

Employee may resign with 30 days written notice.

Section 9.3 - Effect of Termination

Upon termination:

1. Salary stops immediately
2. Unvested equity is forfeited
3. Vested equity remains subject to all restrictions
4. Non-compete and confidentiality continue
5. All Company property must be returned

Section 9.4 - No Severance

There is NO severance pay unless approved in writing by the Founder.

ARTICLE X - DISPUTE RESOLUTION

Section 10.1 - Arbitration

All disputes shall be resolved by BINDING ARBITRATION in Houston, Texas.

Section 10.2 - Governing Law

This Agreement is governed by Texas law.

Section 10.3 - Attorney's Fees

The prevailing party shall be entitled to attorney's fees.

ARTICLE XI - GENERAL PROVISIONS

Section 11.1 - Entire Agreement

This is the entire agreement between the parties.

Section 11.2 - Amendments

This Agreement may only be amended in writing signed by both parties.

Section 11.3 - Severability

If any provision is invalid, the remainder continues in effect.

Section 11.4 - No Partnership

This Agreement does not create a partnership or joint venture.

SIGNATURES

EMPLOYER:

CHAD ALLEN DOZIER SR. Founder/CEO, Dozier Holdings Group, LLC Date:

EMPLOYEE/PARTNER:

[EMPLOYEE NAME] Date: _____

WITNESS:

Name: _____ Date: _____

Employee acknowledges receiving a copy of this Agreement and having the opportunity to consult with independent legal counsel.

Employee Initials: _____
