



March 27, 2024

Donnie Cameron  
1538 Terracina Circle  
Manteca, California 95336  
Email: macnod@gmail.com

Re: Separation from Employment

Dear Donnie:

As we informed you today, Sight Machine is conducting a reorganization to better align our staffing with the needs and focus of the company as we move forward to the next stage in our growth. As a result, you will be laid off effective today. In recognition for your service and in order to assist you in the transition, we are offering you separation benefits as discussed in the separation agreement you will receive via DocuSign. Please review that agreement carefully and, if you decide to accept it, return it by the date indicated in the agreement.

Below is additional information concerning your separation from employment.

1. **Pay and Benefits:** We have deposited your final pay to your designated bank account. We have also already paid the premium for your company-provided health insurance for the full month of March, so your benefits will continue through March 31, 2024. If you would like to continue your insurance after the 31st, you may do so at your own expense by timely electing COBRA continuation coverage. You will receive information on continuing your health insurance separately. If you accept the separation agreement by the deadline indicated, the company will provide you eight weeks of pay as severance pay paid in four bi-weekly installments and reimburse you for your April, May, June and July COBRA premium.
2. **Contact Information:** Please ensure your contact information in Rippling is up to date. We need your correct mailing address and a personal email address to forward information to you. Unless you give us an updated mailing address, we will use the address at the top of this letter to send you information concerning signing up for COBRA coverage, information on benefits, your severance pay (if you accept the agreement) and other information relating to your employment.
3. **Email:** After today, you will no longer have access to company email, servers and systems. We will be forwarding your email for the next thirty days to your manager so that any work-related

emails can be addressed. If you give us a personal email address on the enclosed form, we will forward any personal email to that email address.

4. Employee Invention Assignment and Confidentiality Agreement: A copy of your Employee Invention Assignment and Confidentiality Agreement is attached to your separation agreement. Please review it carefully as a number of your obligations continue after your termination, including your obligation to keep company information confidential.

5. Return of Property: You are required to return all property or data of the company of any type whatsoever that has been in your possession or control including but not limited to any computer, issued to you by the company, as well as any keys, customer information, planning documents and source code. You should arrange a time with me to return that property. If you have kept copies of any company information on your personal computer or personal electronic devices, you must permanently delete all such information. If you have personal property remaining at the company's offices after today, please contact me to arrange a time to pick it up or we will mail it to you after next week.

6. Reimbursement of Business Expenses: If you seek reimbursement of any business expenses incurred in connection with your employment, your final expense reimbursement statement must be submitted in Rippling by end of day today, along with receipts or other supporting documentation. The company will reimburse valid business expenses in accordance with its standard expense reimbursement practices.

7. Unemployment: Information will be provided via email in accordance with state requirements.

If you have any questions about your separation or benefits, please contact me or Jeff Chalmers at [jchalmers@sightmachine.com](mailto:jchalmers@sightmachine.com).

I wish you the best in your future endeavors.

Sincerely,

Sudhir Subramanian, VP Engineering