

EMPLOYMENT AGREEMENT

Effective Date: January 1, 2024

This Employment Agreement (the "Agreement") is entered into between:

Employer: Acme Corporation

Employee: John Smith

1. COMPENSATION

The Employee shall receive the following compensation:

Base Salary: \$500,000 per annum

Signing Bonus: \$100,000 (payable within 30 days)

Annual Bonus Target: 50% of base salary

Salary shall be paid in bi-weekly installments.

2. EQUITY COMPENSATION

The Employee shall be granted the following equity:

Stock Options: 100,000 shares

Equity Percentage: 5% of fully diluted shares

Vesting Schedule: 4 years with 1-year cliff

Exercise Price: \$10.00 per share

3. EMPLOYMENT TERM

Start Date: January 1, 2024

Initial Term: 3 years

Renewal: Automatic annual renewal thereafter

Notice Period: 90 days

4. BENEFITS

Health Insurance: Full family coverage
401(k): 6% employer match
Vacation: 25 days per year
Professional Development: \$10,000 annual allowance

5. TERMINATION

Severance: 12 months base salary if terminated without cause
Acceleration: 50% equity acceleration on change of control
Non-compete: 12 months post-termination

SIGNATURES

John Smith (Employee)
Date: January 1, 2024

Jane Doe (Acme Corporation)
Date: January 1, 2024