

Equity & Vesting Plan – ACC

Equity Philosophy

Equity aligns contributors with long-term success. Ownership is earned through sustained contribution.

Founding Equity Allocation (Pre-Investment)

- 1 Founder: 55–65%
- 2 Founding Team: 20–30%
- 3 Advisors: 5–10%
- 4 Future Option Pool: 5–10%

Vesting Terms

- 1 4-year vesting schedule
- 2 1-year cliff
- 3 Monthly vesting thereafter
- 4 Unvested equity returns to company if contributor leaves

Advisor Vesting

Advisors vest over 12–24 months depending on contribution and scope.