

# PageRock

## Employment Agreement

I'm excited to extend an offer to you to join PageRock. To accept, please sign and date this letter, and return along with the signed relationship agreement. Your work at PageRock is expected to include areas where you excelled in the document PageRock Interview. There are no titles at PageRock outside of those required for legal identification to third parties. There compensation for the role is provided through the components listed below.

### I. Signing Bonus

A signing bonus of \_\_\_\_\_ will be provided to the bank account listed below upon signed acceptance of this Employment Agreement and the Relationship Agreement.

### II. Base Salary

The annual base compensation for this role is to be paid out proportionally during each pay period. The current scheduled for our accounting software is for automated payments to be made on the 1<sup>st</sup> and 15<sup>th</sup>. The annual base salary will be \_\_\_\_\_.

### III. Stock Options

Stock options allow you to capture appreciation in stock price between now and a liquidity event. The stock options for this role will vest at 20% per year, exclusively at the end of each year employed, over a period of 4 years, with the final 20% to vest only at the time of an acquisition or initial public offering. Any stock options accrued before the end of any year will be lost should employment cease for any reason at all. The number of shares of stock of the company provided is \_\_\_\_\_ out of the total number of currently authorized shares of \_\_\_\_\_ at a current per share valuation and thus strike price of \_\_\_\_\_ resulting in a total current stock value of \_\_\_\_\_.

### IV. Performance Bonus

You are expected to spend 5%-10% of each week documenting for review the value you've contributed. This allows us to jointly reflect and evaluate if your time is being best spent to achieve desired outcomes, as well as for your benefit to document earning your annual performance bonus. Performance bonus is expected to be 15% of base salary if the documented verifiable value contributed is consistent with expectations.

Either the employer or the employee may end the relationship at any time for any reason, but all agreements will remain in tact.

Name Jonathan Bannon Maher

Name \_\_\_\_\_

Title Founder, C.E.O & Chairman, PageRock

Signature \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

Bank Routing Number \_\_\_\_\_

Bank Account Number \_\_\_\_\_