

Startup Equity-Based Employment Contract

1. Parties

This Equity-Based Employment Agreement (the "Agreement") is entered into as of ("Effective Date"), by and between the following:

Company:

Address:

Employee:

Address:

2. Position and Duties

The Employee will serve as with duties including but not limited to:

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3. Term of Employment

The employment will commence on and will continue .

4. Compensation

1. **Salary:** (per annum, paid in accordance with the Company's standard payroll schedule).
2. **Equity Grant:** shares of the Company's common stock (the "Equity"), subject to vesting as described below.

5. Equity Vesting

The Equity will vest according to the following schedule:

Vesting Start Date	Cliff Period	Vesting Interval	Total Vesting Period

Terms of stock options or other equity grants (including exercise price, conditions, and additional terms) will be governed by the Company's Equity Incentive Plan.

6. Confidentiality and IP Assignment

- Employee agrees to maintain confidentiality regarding all Company information.
- All intellectual property created in connection with employment will be the exclusive property of the Company.

7. Termination

1. **At-Will:** Employment is at-will and may be terminated by either party at any time.
2. **Equity Forfeiture:** Unvested equity will be forfeited upon termination.

8. Miscellaneous

- Entire Agreement
- Governing Law:
- Other Terms:

Company Representative

Date:

Employee

Date: