

OFFER LETTER

Dear Gretal Denisovo,

On behalf of Plajo (the "Company"), I am pleased to offer you employment with Plajo in the position of Geologist I, starting on 6/10/2022. In that position, you will report to Korey Fitzmaurice.

During your employment, you will be paid a base salary at the annual rate of \$27402.46. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$7193.68

Commission: \$988.77

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 12150 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral.

You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 6/18/2022 at 5:00 pm.

Gretal Denisovo, we are excited by the prospect of you joining the Company.

Sincerely,
Plajo

By:
Name: Briggs Clive
Title: Recruiter

OFFER LETTER

Dear Willi Meldon,

On behalf of Avamba (the "Company"), I am pleased to offer you employment with Avamba in the position of Information Systems Manager, starting on 5/29/2022. In that position, you will report to Randal Fenwick.

During your employment, you will be paid a base salary at the annual rate of \$59828.37. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$4934.37

Commission: \$4752.67

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 15005 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 5/22/2022 at 5:00 pm.

Willi Meldon, we are excited by the prospect of you joining the Company.

Sincerely,
Avamba

By:
Name: Anjela Allonby
Title: Staff Scientist

OFFER LETTER

Dear Roberta Murgatroyd,

On behalf of Meevee (the "Company"), I am pleased to offer you employment with Meevee in the position of Programmer II, starting on 11/21/2022. In that position, you will report to Agnesse Obern.

During your employment, you will be paid a base salary at the annual rate of \$50503.30. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$2134.39

Commission: \$5685.14

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 33061 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 7/21/2022 at 5:00 pm.

Roberta Murgatroyd, we are excited by the prospect of you joining the Company.

Sincerely,
Meevee

By:
Name: Jeanna Lenthall
Title: Social Worker

OFFER LETTER

Dear Broderic Kleinerman,

On behalf of Wikizz (the "Company"), I am pleased to offer you employment with Wikizz in the position of Quality Control Specialist, starting on 2/18/2022. In that position, you will report to Nat Killimister.

During your employment, you will be paid a base salary at the annual rate of \$94634.87. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$5321.21

Commission: \$3816.32

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 35341 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 12/23/2022 at 5:00 pm.

Broderic Kleinerman, we are excited by the prospect of you joining the Company.

Sincerely,
Wikizz

By:
Name: Meggie Peoples
Title: Biostatistician III

OFFER LETTER

Dear Clayborne Jearum,

On behalf of Rhynoodle (the "Company"), I am pleased to offer you employment with Rhynoodle in the position of Quality Engineer, starting on 9/18/2022. In that position, you will report to Niles Westphal.

During your employment, you will be paid a base salary at the annual rate of \$71629.62. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$9685.02

Commission: \$3729.09

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 23303 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 7/16/2022 at 5:00 pm.

Clayborne Jearum, we are excited by the prospect of you joining the Company.

Sincerely,
Rhynoodle

By:
Name: Murdock Comusso
Title: Civil Engineer

OFFER LETTER

Dear Davita Hugin,

On behalf of Devpulse (the "Company"), I am pleased to offer you employment with Devpulse in the position of Staff Scientist, starting on 7/23/2022. In that position, you will report to Ambrosio Carillo.

During your employment, you will be paid a base salary at the annual rate of \$54615.16. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$9910.68

Commission: \$8904.84

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 11511 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 12/24/2022 at 5:00 pm.

Davita Hugin, we are excited by the prospect of you joining the Company.

Sincerely,
Devpulse

By:
Name: Davina Berdale
Title: Business Systems Development Analyst

OFFER LETTER

Dear Osmond Ferens,

On behalf of Lazy (the "Company"), I am pleased to offer you employment with Lazy in the position of Graphic Designer, starting on 9/21/2022. In that position, you will report to Witty Woolerton.

During your employment, you will be paid a base salary at the annual rate of \$11977.42. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$3943.70

Commission: \$4932.28

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 27750 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 7/10/2022 at 5:00 pm.

Osmond Ferens, we are excited by the prospect of you joining the Company.

Sincerely,
Lazzy

By:
Name: Sergei Spieck
Title: Social Worker

OFFER LETTER

Dear Layney Fairweather,

On behalf of Abata (the "Company"), I am pleased to offer you employment with Abata in the position of Desktop Support Technician, starting on 10/31/2022. In that position, you will report to Florenza Grubey.

During your employment, you will be paid a base salary at the annual rate of \$68586.32. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$2369.74

Commission: \$8983.55

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 33892 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 3/16/2022 at 5:00 pm.

Layne Fairweather, we are excited by the prospect of you joining the Company.

Sincerely,
Abata

By:
Name: Will Ferrari
Title: Programmer II

OFFER LETTER

Dear Shurwood Axston,

On behalf of Flipstorm (the "Company"), I am pleased to offer you employment with Flipstorm in the position of Senior Editor, starting on 8/14/2022. In that position, you will report to Vidovik Pessel.

During your employment, you will be paid a base salary at the annual rate of \$90335.49. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$884.93

Commission: \$6997.15

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 16766 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 11/6/2022 at 5:00 pm.

Shurwood Axston, we are excited by the prospect of you joining the Company.

Sincerely,
Flipstorm

By:
Name: Else Harradence
Title: Executive Secretary

OFFER LETTER

Dear Faber Birchett,

On behalf of Skimia (the "Company"), I am pleased to offer you employment with Skimia in the position of Tax Accountant, starting on 11/5/2022. In that position, you will report to Mab Swan.

During your employment, you will be paid a base salary at the annual rate of \$47454.99. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$9362.82

Commission: \$3742.62

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 34301 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 8/30/2022 at 5:00 pm.

Faber Birchett, we are excited by the prospect of you joining the Company.

Sincerely,
Skimia

By:
Name: Beltran Roe
Title: Senior Sales Associate

OFFER LETTER

Dear Merrill Fitzroy,

On behalf of Realcube (the "Company"), I am pleased to offer you employment with Realcube in the position of Legal Assistant, starting on 8/20/2022. In that position, you will report to Jasun Wyeth.

During your employment, you will be paid a base salary at the annual rate of \$61839.94. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$4498.06

Commission: \$3272.83

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 47087 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 4/1/2022 at 5:00 pm.

Merrill Fitzroy, we are excited by the prospect of you joining the Company.

Sincerely,
Realcube

By:
Name: Hali Simpole
Title: Analog Circuit Design manager

OFFER LETTER

Dear Sondra Hoggan,

On behalf of Tazz (the "Company"), I am pleased to offer you employment with Tazz in the position of Marketing Assistant, starting on 3/19/2022. In that position, you will report to Julius Keam.

During your employment, you will be paid a base salary at the annual rate of \$97177.30. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$5343.57

Commission: \$2395.65

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 14933 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 2/13/2022 at 5:00 pm.

Sondra Hoggan, we are excited by the prospect of you joining the Company.

Sincerely,
Tazz

By:
Name: Candide Heinrici
Title: Chemical Engineer

OFFER LETTER

Dear Obadiah Vasler,

On behalf of Meejo (the "Company"), I am pleased to offer you employment with Meejo in the position of Marketing Assistant, starting on 3/25/2022. In that position, you will report to Jefferey D'Oyley.

During your employment, you will be paid a base salary at the annual rate of \$46577.39. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$7665.64

Commission: \$5708.88

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 34438 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 2/13/2022 at 5:00 pm.

Obadiah Vasler, we are excited by the prospect of you joining the Company.

Sincerely,
Meejo

By:
Name: Rochell Stollenwerck
Title: Senior Financial Analyst

OFFER LETTER

Dear Jaynell Dunbar,

On behalf of Flashdog (the "Company"), I am pleased to offer you employment with Flashdog in the position of Software Engineer III, starting on 2/6/2022. In that position, you will report to Hadrian Grubbe.

During your employment, you will be paid a base salary at the annual rate of \$68919.11. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$1728.21

Commission: \$5504.81

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 13319 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 9/26/2022 at 5:00 pm.

Jaynell Dunbar, we are excited by the prospect of you joining the Company.

Sincerely,
Flashdog

By:
Name: Adair Siggers
Title: Research Assistant II

OFFER LETTER

Dear Carmelle Kibbe,

On behalf of Riffwire (the "Company"), I am pleased to offer you employment with Riffwire in the position of Web Designer IV, starting on 4/20/2022. In that position, you will report to Stafford Cocker.

During your employment, you will be paid a base salary at the annual rate of \$79852.32. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$2997.77

Commission: \$1415.83

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 41209 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 3/23/2022 at 5:00 pm.

Carmelle Kibbe, we are excited by the prospect of you joining the Company.

Sincerely,
Riffwire

By:
Name: Rutherford Poulter
Title: Civil Engineer

OFFER LETTER

Dear Boyce Leidl,

On behalf of Jaxnation (the "Company"), I am pleased to offer you employment with Jaxnation in the position of Teacher, starting on 1/13/2023. In that position, you will report to Tania De Vaux.

During your employment, you will be paid a base salary at the annual rate of \$85122.34. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$6818.40

Commission: \$5161.68

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 31083 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 5/18/2022 at 5:00 pm.

Boyce Leidl, we are excited by the prospect of you joining the Company.

Sincerely,
Jaxnation

By:
Name: Saraann Ham
Title: Research Assistant I

OFFER LETTER

Dear Ransell Martignon,

On behalf of Meetz (the "Company"), I am pleased to offer you employment with Meetz in the position of Senior Editor, starting on 4/14/2022. In that position, you will report to Guinna Byron.

During your employment, you will be paid a base salary at the annual rate of \$85816.40. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$977.27

Commission: \$301.69

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 49622 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 6/4/2022 at 5:00 pm.

Ransell Martignon, we are excited by the prospect of you joining the Company.

Sincerely,
Meetz

By:
Name: Rubina Turk
Title: Community Outreach Specialist

OFFER LETTER

Dear Silvester Skae,

On behalf of Yodo (the "Company"), I am pleased to offer you employment with Yodo in the position of VP Product Management, starting on 6/7/2022. In that position, you will report to Worden Nevison.

During your employment, you will be paid a base salary at the annual rate of \$74849.89. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$3061.81

Commission: \$8703.27

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 41131 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 5/3/2022 at 5:00 pm.

Silvester Skae, we are excited by the prospect of you joining the Company.

Sincerely,
Yodo

By:
Name: Christyna Arrell
Title: Analyst Programmer

OFFER LETTER

Dear Townsend Bingall,

On behalf of Yodo (the "Company"), I am pleased to offer you employment with Yodo in the position of Payment Adjustment Coordinator, starting on 3/27/2022. In that position, you will report to Glenna Britland.

During your employment, you will be paid a base salary at the annual rate of \$10573.14. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$3069.73

Commission: \$6414.54

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 16236 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 7/4/2022 at 5:00 pm.

Townsend Bingall, we are excited by the prospect of you joining the Company.

Sincerely,
Yodo

By:
Name: Tara Goodburn
Title: Assistant Media Planner

OFFER LETTER

Dear Kelsey Terran,

On behalf of Topicware (the "Company"), I am pleased to offer you employment with Topicware in the position of Administrative Officer, starting on 8/15/2022. In that position, you will report to Danna Carvell.

During your employment, you will be paid a base salary at the annual rate of \$14257.99. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Discretionary Bonus: \$5853.10

Commission: \$488.95

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 44625 shares of the Company's common stock at an exercise price equal to the fair market value of those shares on the date of grant. Your stock option will be subject to and governed by the terms and conditions of the Plan and the Company's standard form of stock option agreement, which you will be required to sign as a condition of your stock option grant.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

This offer of employment will expire 12/9/2022 at 5:00 pm.

Kelsey Terran, we are excited by the prospect of you joining the Company.

Sincerely,
Topicware

By:
Name: Louise Chastney
Title: Sales Associate

