

OFFER LETTER

Dear Gerhard Le Teve,

On behalf of Dynabox (the "Company"), I am pleased to offer you employment with Dynabox in the position of Engineer III, starting on 5/4/2022. In that position, you will report to Ripley Radin.

During your employment, you will be paid a base salary at the annual rate of \$49790.29. 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: \$3184.79

Commission: \$3394.85

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 43581 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 4/29/2022 at 5:00 pm.

Gerhardt Le Teve, we are excited by the prospect of you joining the Company.

Sincerely,
Dynabox

By:
Name: Cally Pollak
Title: Analog Circuit Design manager

OFFER LETTER

Dear Jobi Bertson,

On behalf of Twinte (the "Company"), I am pleased to offer you employment with Twinte in the position of Geologist II, starting on 4/20/2022. In that position, you will report to Maxi Poge.

During your employment, you will be paid a base salary at the annual rate of \$17782.46. 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: \$4254.18

Commission: \$2543.53

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 27069 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 12/18/2022 at 5:00 pm.

Jobi Bertson, we are excited by the prospect of you joining the Company.

Sincerely,
Twinte

By:
Name: Laurene Coldbathe
Title: Senior Financial Analyst

OFFER LETTER

Dear Mitchell Brettel,

On behalf of Kazu (the "Company"), I am pleased to offer you employment with Kazu in the position of VP Accounting, starting on 4/28/2022. In that position, you will report to Paolo Egerton.

During your employment, you will be paid a base salary at the annual rate of \$56473.97. 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: \$4753.14

Commission: \$3355.65

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 32523 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 4/11/2022 at 5:00 pm.

Mitchell Brettel, we are excited by the prospect of you joining the Company.

Sincerely,
Kazu

By:
Name: Laurence Glabach
Title: Environmental Specialist

OFFER LETTER

Dear Terrye Barrs,

On behalf of Twitterwire (the "Company"), I am pleased to offer you employment with Twitterwire in the position of Senior Sales Associate, starting on 1/11/2023. In that position, you will report to Deina Campana.

During your employment, you will be paid a base salary at the annual rate of \$2850.24. 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: \$6657.63

Commission: \$2666.43

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 32831 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 3/26/2022 at 5:00 pm.

Terrye Barrs, we are excited by the prospect of you joining the Company.

Sincerely,
Twitterwire

By:
Name: Ginevra Stelfox
Title: Desktop Support Technician

OFFER LETTER

Dear Orbadiyah Seear,

On behalf of Zoozzy (the "Company"), I am pleased to offer you employment with Zoozzy in the position of Technical Writer, starting on 6/7/2022. In that position, you will report to Filia Butcher.

During your employment, you will be paid a base salary at the annual rate of \$9147.02. 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: \$410.52

Commission: \$9620.76

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 49604 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 10/10/2022 at 5:00 pm.

Orbadiah Seear, we are excited by the prospect of you joining the Company.

Sincerely,
Zoozzy

By:

Name: Tressa Lewendon

Title: Quality Engineer

OFFER LETTER

Dear Kaja Kubek,

On behalf of Kamba (the "Company"), I am pleased to offer you employment with Kamba in the position of Software Engineer IV, starting on 1/7/2023. In that position, you will report to Siobhan Rossi.

During your employment, you will be paid a base salary at the annual rate of \$57442.88. 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: \$4211.76

Commission: \$556.41

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 20061 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 3/12/2022 at 5:00 pm.

Kaja Kubek, we are excited by the prospect of you joining the Company.

Sincerely,
Kamba

By:
Name: Phillipp Cromarty
Title: Technical Writer

OFFER LETTER

Dear Sherry Slowly,

On behalf of Roodel (the "Company"), I am pleased to offer you employment with Roodel in the position of Web Designer III, starting on 12/7/2022. In that position, you will report to Ranique Stockdale.

During your employment, you will be paid a base salary at the annual rate of \$52731.84. 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: \$454.63

Commission: \$8856.27

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 49158 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.

Sherry Slowly, we are excited by the prospect of you joining the Company.

Sincerely,
Roodel

By:
Name: Vernen Hedaux
Title: Software Consultant

OFFER LETTER

Dear Maje McElrea,

On behalf of Eazzy (the "Company"), I am pleased to offer you employment with Eazzy in the position of Senior Quality Engineer, starting on 11/6/2022. In that position, you will report to Mabel Alvis.

During your employment, you will be paid a base salary at the annual rate of \$93416.00. 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: \$5614.70

Commission: \$1808.73

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 23205 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 5/29/2022 at 5:00 pm.

Maje McElrea, we are excited by the prospect of you joining the Company.

Sincerely,
Eazzy

By:
Name: Normie Mariaud
Title: Staff Scientist

OFFER LETTER

Dear Babs Vsanelli,

On behalf of Blogtags (the "Company"), I am pleased to offer you employment with Blogtags in the position of Food Chemist, starting on 7/9/2022. In that position, you will report to Hertha Jancik.

During your employment, you will be paid a base salary at the annual rate of \$94107.02. 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: \$2421.30

Commission: \$8328.46

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 32179 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 9/14/2022 at 5:00 pm.

Babs Vsanelli, we are excited by the prospect of you joining the Company.

Sincerely,
Blogtags

By:
Name: Stearn Dominec
Title: Marketing Assistant

OFFER LETTER

Dear Justina Halbord,

On behalf of InnoZ (the "Company"), I am pleased to offer you employment with InnoZ in the position of Chief Design Engineer, starting on 7/9/2022. In that position, you will report to Tandie Goffe.

During your employment, you will be paid a base salary at the annual rate of \$97200.78. 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: \$3011.41

Commission: \$9805.45

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 33500 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 6/3/2022 at 5:00 pm.

Justina Halbord, we are excited by the prospect of you joining the Company.

Sincerely,
InnoZ

By:
Name: Michal Paling
Title: Account Representative III

OFFER LETTER

Dear Mark Dunstall,

On behalf of Zoonder (the "Company"), I am pleased to offer you employment with Zoonder in the position of Programmer Analyst IV, starting on 9/26/2022. In that position, you will report to Jennine Lilford.

During your employment, you will be paid a base salary at the annual rate of \$73016.76. 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: \$1984.14

Commission: \$1870.99

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 13785 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.

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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 2/28/2022 at 5:00 pm.

Mark Dunstall, we are excited by the prospect of you joining the Company.

Sincerely,
Zoonder

By:
Name: Amble Giller
Title: Desktop Support Technician

OFFER LETTER

Dear Delmar O'Rodane,

On behalf of Trudeau (the "Company"), I am pleased to offer you employment with Trudeau in the position of Human Resources Manager, starting on 6/5/2022. In that position, you will report to Klemens Drover.

During your employment, you will be paid a base salary at the annual rate of \$62596.21. 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: \$414.20

Commission: \$7814.08

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 33729 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 7/13/2022 at 5:00 pm.

Delmar O'Rodane, we are excited by the prospect of you joining the Company.

Sincerely,
Trudeo

By:
Name: Shepard Skillen
Title: Software Engineer III

OFFER LETTER

Dear Christophorus Breyt,

On behalf of Skinte (the "Company"), I am pleased to offer you employment with Skinte in the position of Structural Analysis Engineer, starting on 1/12/2023. In that position, you will report to Cori Cattermull.

During your employment, you will be paid a base salary at the annual rate of \$23244.42. 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: \$8168.93

Commission: \$3392.79

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 37771 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 7/12/2022 at 5:00 pm.

Christophorus Breyt, we are excited by the prospect of you joining the Company.

Sincerely,
Skinte

By:
Name: Tim Bulstrode
Title: Nurse

OFFER LETTER

Dear Ginelle Reams,

On behalf of Demizz (the "Company"), I am pleased to offer you employment with Demizz in the position of Recruiter, starting on 4/30/2022. In that position, you will report to Bartram Whitlaw.

During your employment, you will be paid a base salary at the annual rate of \$43442.37. 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: \$1202.09

Commission: \$8469.55

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 31971 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 9/14/2022 at 5:00 pm.

Ginelle Reams, we are excited by the prospect of you joining the Company.

Sincerely,
Demizz

By:
Name: Dusty Haisell
Title: Programmer Analyst III

OFFER LETTER

Dear Doralynn Korlat,

On behalf of Topiclounge (the "Company"), I am pleased to offer you employment with Topiclounge in the position of Senior Developer, starting on 12/24/2022. In that position, you will report to Dacy McGrath.

During your employment, you will be paid a base salary at the annual rate of \$77291.56. 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: \$9879.53

Commission: \$7814.24

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 20870 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 3/30/2022 at 5:00 pm.

Doralynn Korlat, we are excited by the prospect of you joining the Company.

Sincerely,
Topiclounge

By:
Name: Link Coggon
Title: Assistant Media Planner

OFFER LETTER

Dear Aile Rist,

On behalf of Edgeclub (the "Company"), I am pleased to offer you employment with Edgeclub in the position of Cost Accountant, starting on 11/26/2022. In that position, you will report to Evelin Rannald.

During your employment, you will be paid a base salary at the annual rate of \$67605.67. 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: \$8648.40

Commission: \$636.04

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 12029 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 4/3/2022 at 5:00 pm.

Aile Rist, we are excited by the prospect of you joining the Company.

Sincerely,
Edgeclub

By:
Name: Saw Custance
Title: Junior Executive

OFFER LETTER

Dear Ramon Fearn,

On behalf of Twiyo (the "Company"), I am pleased to offer you employment with Twiyo in the position of Payment Adjustment Coordinator, starting on 1/17/2023. In that position, you will report to Hunfredo Brinicombe.

During your employment, you will be paid a base salary at the annual rate of \$96561.93. 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: \$2201.53

Commission: \$5735.85

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 27966 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 10/7/2022 at 5:00 pm.

Ramon Fearn, we are excited by the prospect of you joining the Company.

Sincerely,
Twiyó

By:
Name: Kurt Ickovic
Title: Research Associate

OFFER LETTER

Dear Laverna Fullalove,

On behalf of Buzzster (the "Company"), I am pleased to offer you employment with Buzzster in the position of Civil Engineer, starting on 10/7/2022. In that position, you will report to Avictor Rentalll.

During your employment, you will be paid a base salary at the annual rate of \$22680.40. 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: \$9615.83

Commission: \$3511.52

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 47127 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 10/12/2022 at 5:00 pm.

Laverna Fullalove, we are excited by the prospect of you joining the Company.

Sincerely,
Buzzster

By:
Name: Moss Priden
Title: Community Outreach Specialist

OFFER LETTER

Dear Lotte Piggford,

On behalf of Jaxbean (the "Company"), I am pleased to offer you employment with Jaxbean in the position of Electrical Engineer, starting on 2/13/2022. In that position, you will report to Anjela Scone.

During your employment, you will be paid a base salary at the annual rate of \$88211.64. 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: \$2298.14

Commission: \$209.56

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 39588 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 7/15/2022 at 5:00 pm.

Lotte Piggford, we are excited by the prospect of you joining the Company.

Sincerely,
Jaxbean

By:
Name: Izabel Kynaston
Title: Recruiting Manager

OFFER LETTER

Dear Hansiain Hanmer,

On behalf of Bluejam (the "Company"), I am pleased to offer you employment with Bluejam in the position of Project Manager, starting on 3/25/2022. In that position, you will report to Nicolai Aleksich.

During your employment, you will be paid a base salary at the annual rate of \$91649.01. 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: \$3503.64

Commission: \$6059.65

Stock Options: Pursuant to the Company's Equity Incentive Plan (the "Plan"), you will be granted an option to purchase 34179 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 3/10/2022 at 5:00 pm.

Hansian Hanmer, we are excited by the prospect of you joining the Company.

Sincerely,
Bluejam

By:
Name: Lukas Kenchington
Title: Marketing Manager

