

1. Offer of Employment

Acme Robotics, Inc. (the “Company”) is pleased to offer Alex Rivera the position of Senior Research Engineer. This letter summarizes the key terms: Sections 1.(a), 1.(b) and 1.(c).

1.(a) Compensation

Your base salary will be \$185,000 per year, paid on Acme Robotics, Inc.’s normal payroll schedule and subject to all withholdings required by law.¹ Salary is reviewed annually as part of the process described in Section 1..

1.(b) Equity

Subject to approval by Acme Robotics, Inc.’s Board of Directors, you will be granted an option to purchase 25,000 shares of Common Stock at a strike price equal to fair market value on the date of grant. The option will vest over four years, with a one-year cliff.

Your option will be granted in tranches, 25,000 shares in all:

Grant date	Shares
January 15, 2027	12,500
July 15, 2027	12,500

Tax treatment is your responsibility; see also your cash compensation 1.(a).

1.(c) At-Will Employment

Your employment with Acme Robotics, Inc. is at will: either you or the Company may end it at any time, with or without cause. Nothing in Section 1.(a) or Section 1.(b) changes that.

To accept, sign below by August 1, 2026.

Acme Robotics, Inc.

Accepted and agreed:

Signature: _____

Signature: _____

Name: Sam Devlin (VP Engineering)

Name: Alex Rivera

Date: July 23, 2026

Date: {{signature_date}}

Please retain a copy of this letter for your records; the terms in Sections 1.(a), 1.(b) and 1.(c) are the entire agreement.

¹Including any deductions you authorize in writing.