RELOCATION EMPLOYMENT ACCEPTANCE LETTER

November 3, 2026

Casey Example, Director of Talent Acquisition Example Employer Inc. 25 Example Avenue

Re: **Acceptance of Offer with Relocation — Senior Software Engineer**

Dear Casey Example:

I am pleased to accept the offer of employment from **Example Employer Inc.** (the "Employer") for the position of **Senior Software Engineer**, as set forth in the offer letter dated November 1, 2026, including the relocation terms described below.

1. Position; Start Date

Senior Software Engineer, Platform Engineering, reporting to VP of Engineering. Start date: **January 11, 2027**. Work model: Hybrid.

2. Compensation

Base **$185,000.00** plus 15% target bonus.

Sign-on bonus. The offer states a gross sign-on bonus of **$2,500.00**. Equity: 30,000 incentive stock options vesting over 4 years with a 1-year cliff and monthly vesting thereafter, at the exercise price set by the most recent 409A valuation..

3. Relocation Package

Relocation assistance. The offer provides reimbursement for eligible moving expenses up to **$6,000.00**, subject to the offer’s documentation requirements.

Origin and destination. From **Portland, Oregon** to **Sacramento, California**.

4. Multi-State Tax and Law Implications

I acknowledge that relocating may affect state income-tax withholding, residency, and which state's employment law governs my employment. My primary work location is **CA**. I will provide current residence and work-location information to payroll.

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5. Contingencies

Employment verification. For a hire who will work for pay or other remuneration, the employee completes Section 1 of Form I-9 by the first day of employment. The employer normally completes Section 2 within three business days of that first day. For an engagement of fewer than three business days, the employer completes Section 2 by the first day. I may choose which acceptable documents to present.

6. At-Will and Standard Acknowledgments

At-will employment notwithstanding the relocation investment.

I will review the workplace policies identified in the offer. I will review any separate confidentiality or inventions agreement called for by the offer before deciding whether to sign it. **Invention assignments in California.** If the employer proposes an invention assignment, its separate agreement and written statutory notice should identify the scope and exclusions under California Labor Code sections 2870 and 2872. This letter does not confirm delivery of that notice. **California restrictions.** California Business and Professions Code section 16600 generally voids employment restraints on lawful work, subject to statutory exceptions. This letter creates no such restraint.

No conflicting obligations.

7. Entire Agreement

This Acceptance, together with the Offer Letter and the Employer's relocation policy, constitutes the complete agreement concerning my relocation and hire. Modifications must be in writing.

Primary workplace specified in the offer: **CA**.

Sincerely,

Employee

_____ PRINTED NAME

_____ SIGNATURE

_____ DATE

Jordan Example 100 Example Lane jordan@example.com

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Acknowledged by the Employer:

Employer

_____ PRINTED NAME

_____ SIGNATURE

_____ DATE

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