EMPLOYMENT LEAVE AGREEMENT AND DETERMINATION RECORD

Employer: Northbay Software, Inc., 101 Market Street, San Francisco, CA 94105. **Employee:** Alex Rivera, 2200 Fillmore Street, Apt 4B, San Francisco, CA 94115. **Position:** Senior Software Engineer. **Work location:** IL. **Other selected governing location:** IL. **Record date:** November 12, 2026. **Leave period reported:** November 23, 2026 to December 14, 2026. **Reported purpose:** Employee requires extended leave for treatment and recovery from a serious health condition requiring ongoing medical supervision.

Federal decision and notices

The employer separately authorized contractual leave for this period. The recorded basis and prior determination are: Documented independent determination for approved period and other leave rights.. No time is charged to federal FMLA leave by this record. The employer must reassess if eligibility or circumstances change during the period.

Pay, health benefits and return

For the approved contractual period, enrolled group coverage and restoration use the reviewed agreement terms below. Any independent statutory protection continues to apply. **Recorded pay arrangement:** Pto Concurrent. **Worksite determination:** Employee reports to the directing office; verified employee count by shortest surface route. **Independent review and agreed operational terms:** Payroll share, restoration, prior service and state leave requirements independently reviewed. A material change in the expected return date should be communicated when practicable. This record does not condition return on a blanket 30-day employee notice. Separate state, local, contract, collective bargaining, accommodation and benefit protections continue as applicable.

Employer representative

PRINTED NAME

SIGNATURE

DATE

Employee acknowledgment

PRINTED NAME

SIGNATURE

DATE

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