

[Company Name]
[Company Address]
[City, State, Zip Code]

[Date]

[Candidate Name]
[Candidate Address]
[City, State, Zip Code]

RE: Offer of Employment - Chief Revenue Officer (CRO)

Dear [Candidate Name],

We are pleased to offer you the position of Chief Revenue Officer (CRO) at [Company Name]. Reporting directly to the [CEO/President], you will be responsible for overseeing all revenue-generating activities and driving the company's growth strategy.

1. Compensation

Your initial base salary will be \$[Amount] per year, payable in accordance with the company's standard payroll schedule.

2. Performance Bonus

You will be eligible for an annual performance bonus with a target of [Percentage]% of your base salary, based on the achievement of specific revenue milestones and KPIs to be defined by the Board of Directors.

3. Equity

Subject to Board approval, you will be granted [Number] of [Stock Options/RSUs] under the Company's Equity Incentive Plan. These shares will vest over a [Number]-year period.

4. Benefits

You will be entitled to participate in our comprehensive benefits package, which includes medical, dental, vision, and a 401(k) plan, as well as [Number] days of paid time off per year.

5. Term and Termination

Employment is "at-will," meaning either you or the Company may terminate the relationship at any time. In the event of termination without cause, you will be eligible for a severance package consisting of [Number] months of base salary.

6. Conditions of Employment

This offer is contingent upon the successful completion of a background check and the signing of our standard Non-Disclosure and Proprietary Information Agreement.

To accept this offer, please sign and return this letter by [Date].

Sincerely,

[Name]

[Title]

[Company Name]

Acceptance:

I accept the offer of Chief Revenue Officer under the terms described above.

[Candidate Name]

Date: _____