

Startup Equity Placement Offer Letter

Date: [Date]

To: [Employee Name]

Address: [Employee Address]

Dear [Employee Name],

We are pleased to offer you the position of [Job Title] at [Company Name]. In addition to your cash compensation, we would like to offer you the opportunity to share in the future success of the company through equity participation.

1. Equity Grant

Subject to the approval of the Board of Directors, you will be granted an option to purchase [Number] shares of the Company's Common Stock at an exercise price equal to the fair market value of the Common Stock on the date of the grant.

2. Vesting Schedule

Your equity will be subject to a standard [Number]-year vesting schedule with a [Number]-year cliff. This means:

- 25% of the shares will vest on the one-year anniversary of your start date.
- The remaining 75% will vest in equal monthly installments over the following 36 months of continuous service.

3. Terms and Conditions

The grant will be governed by the terms and conditions of the [Company Name] [Year] Equity Incentive Plan and a separate Stock Option Agreement, which you will be required to sign as a condition of the grant.

4. Expiration

This offer of equity is contingent upon your acceptance of employment and your continued service with the Company through each applicable vesting date.

Please indicate your acceptance of this offer by signing below.

Sincerely,

[Signature]
[Name of Authorized Officer]
[Title]
[Company Name]

Acceptance:

I accept the terms of this equity placement offer.

Signature: _____ Date: _____