

VIRTUAL STOCK AGREEMENT



Virtual Stock - virtual stock | 1: bonus wage scheme tracing equity performance

Per this agreement, you receive virtual stock in the company. This means that you are awarded a percentual stake in the company's dividends and exit proceeds. The award is implemented as a bonus wage payment, meaning that this agreement is an addendum to your employment contract and leaves untouched all its provisions. With that, your virtual shares are technically a marker for your bonus wage potential over a legal equity instrument. But speaking plainly, these virtual shares are a token of long term intentions and appreciation, and a joint rocket in a limitless sky. Glad to have you on board!



Parties to this Agreement:

You

Name: []
Date of Birth: []
Base Contract Date: []



The Company

Name: []
Chamber of Commerce nr. []
Represented By: []



The Figures

Virtual Shares Awarded [S]:

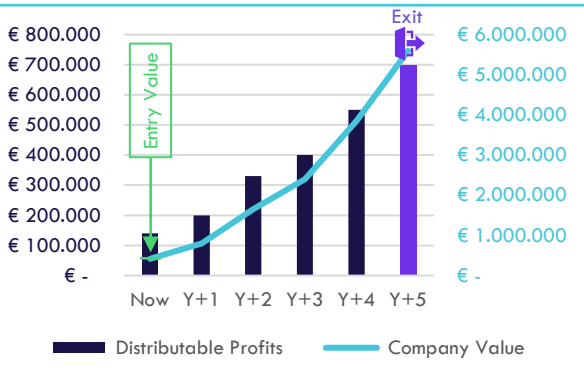
Total # of currently outstanding shares in the company:

Current Virtual Company Valuation [Entry Value]:

Voting Rights? Y N
Meeting Rights? Y N
Virtual Dividends? Y N
Virtual Exits? Y N



The Workings



- You are awarded this batch of virtual shares. They are linked to your employment contract.
- The virtual shares bear virtual **dividend rights** and **exit rights**.
- The **virtual dividends** are calculated as follows:
 - the Company determines its distributable profits for the closed financial year;
 - This distribution is divided over the number of outstanding shares + the number of virtual shares, to determine a dividend per 'share' [D].
 - Prior [in-month] to the distribution of dividends to shareholders, you are paid a bonus by means of a virtual dividend, calculated at $[D] * [S]$.
 - The virtual dividend is paid out as gross wage.
- The **virtual exit** right is calculated as follows:
 - In the event of an Exit [defined by Company], the exit equity value is divided by the amount of then outstanding shares + virtual shares to determine an Exit Value per 'share' [E].
 - Upon the exit, you receive a gross wage bonus of $[[E] - \text{Entry Value}] * [S]$.

Signatures:

You:

Date: []

Company:

Date: []