



June 19, 2023

Dear Josh,

Marathon Kids, Inc. is excited to extend an offer to you for the position of **Membership and Community Development Manager** starting **July 18, 2023**. This letter sets out the terms of our offer.

**Base Salary.** This position of employment is classified as exempt, full-time at 40 hours per week. You will receive a starting annual base salary of [REDACTED] to be paid in accordance with Marathon Kids' normal payroll procedures (every 2 weeks) and subject to standard withholding obligations. You will have an annual performance review with your direct manager on the anniversary of your employment, at which time any salary adjustments will be made. Your annual reviews will then continue on the anniversary of your start date.

**Benefits.** Marathon Kids offers benefits including Medical, Dental, Vision, Life, and Long-term Disability coverage after an initial waiting period of 60 days, as well as voluntary participation in the Marathon Kids Simple IRA Plan after six months of employment.

**Paid Time Off.** You will be eligible for paid time off ("PTO") benefits after an initial waiting period of 90 days. Your initial PTO bank is 20 days of paid time off, which includes vacation, personal, and sick time, per full calendar year and will be prorated in accordance with your eligibility date. PTO is intended to be used each year and does not carry over to subsequent years, and you will not be compensated for any unused PTO.

**Business Expenses.** Marathon Kids will pay or reimburse you for reasonable approved expenses incurred by you in furtherance of the performance of your duties in accordance with Marathon Kids' established policies. All such reimbursements shall be made against receipts and are pending direct manager approval. Additionally, you will be reimbursed for up to 50% or \$50 of your monthly cell phone bill, whichever is less.

**Work Setting.** This position is hybrid, though employees are expected to be in the office at least once/week on Tuesdays for our weekly team meeting.

**At-Will Employment.** Your employment at Marathon Kids constitutes an "at will" employment under Texas law, meaning that your employment with Marathon Kids may be terminated at any time and without notice, or for any or no reason, at either party's option.

**Confidentiality.** As a Marathon Kids' employee, you will be expected to abide by Marathon Kids' rules and policies. You also agree to maintain the confidentiality of all confidential and

proprietary property and information of Marathon Kids, including its intellectual property. You further agree that you will be required to execute and return Marathon Kids' standard confidentiality agreements.

**Integration.** This offer letter, when signed by you, sets forth the entire terms of our agreement as to your employment with Marathon Kids and supersedes any and all prior representations and agreements, written or oral. Any amendment to this offer letter or any waiver of a right under this offer must be in writing and signed by both you and the Chief Operating Officer.


**Voluntary Execution.** By signing below, you acknowledge that you have had sufficient time to review, and have carefully read and fully understand all of the provisions of this offer and are knowingly and voluntarily agreeing to these terms. You also acknowledge that you have been provided an opportunity to consult with the legal counsel of your choice regarding the terms of your employment.

### Roles and Responsibilities

- Oversee the ARC membership program, including member communications, cultivation events, benefits administration, and database management
- Meet quarterly targets to grow the ARC member base
- Develop and execute plans to improve the ARC member experience such as community social events, expanding membership benefits partners, and more.
- Develop and execute all membership communications, including monthly newsletters, special promotions, social media and other event-based marketing; liaise directly with ARC free run groups to support membership and race goals
- Provide support to ensure the successful operation of all ARC races and events; specifically in the areas of volunteer recruitment and coordination
- Report to and complete special projects as assigned by the Chief Operating Officer

We're so excited to have you joining the team and look forward to getting started!

Very truly yours,

DocuSigned by:  
  
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 CEO  
Marathon Kids, Inc.

ACCEPTED AND AGREED:

DocuSigned by:  
  
986F22AF46BE4F5...  
Josh Janicek

Date  
6/19/2023