Model/Z
1000 E. 60th Street · Los Angeles, CA 90001
Phone: 323-306-4648 · www.model-z.com

[redacted]

[date]

[candidate]

We are pleased to offer you the position of [job] at **[company]**, reporting to **[direct_manager]**. Your start date will be **[start_date_custom]**. We are excited to welcome you to the leadership team!

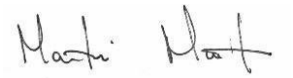
Model/Z is a technology-driven modular construction company on a mission to make housing affordable and accessible to all. Powered by AI and built by a team with backgrounds from SpaceX and the automotive industry, Model/Z delivers precision-built, durable modular homes faster and at a fraction of the cost of traditional construction.

- **Base Salary: [salary]** (Exempt)
- **Target Bonus: [bonus]** annually (pro-rated for year of hire)*
  **Subject to performance and company profitability. Bonus eligibility begins after 90 days of employment.*
- As a full-time direct hire employee, you are entitled to our benefits package on the first of the month following 30 days of employment. Please see our Benefits Summary outlined on page 2.

You will be an at-will employee of Model/Z or related entity. All normal non-disclosure, confidentiality, intellectual property assignment, and arbitration agreements must be signed prior to your start date. This offer is contingent upon completing comprehensive background and reference checks and providing proof of your right to work in the United States.

If the terms of this offer are agreeable to you, please indicate your acceptance by signing and dating this letter in the space provided below, no later than **[expiration_date_custom]**. Please feel free to reach out with any questions.

Respectfully,





Martin Muoto
Chief Executive Officer

Brandi N. Popovich
SVP HR & Talent Acquisition

[redacted]

I have read this offer letter in its entirety and agree to the terms and conditions outlined above.

[candidate_signature]	**[candidate]**	**[candidate_sign_date]**
Candidate Signature	Printed Name	Date

MODEL/Z BENEFITS PACKAGE

PAID TIME OFF	PER YEAR	ELIGIBILITY	CAP
Vacation Leave	4 weeks* (160 hours)	Accrue 6.15 hours per pay period. Accruals begin on the first day of employment. Rolls over each year until you reach the cap.	7 weeks (280 hours)
Sick Leave	6 days (48 hours)	Granted after the 90-day intro period. Resets on your anniversary date each year.	10 days (80 hours)
Holidays	10 days	Subject to change each year.	
Floating Holidays	2 days (16 hours)	Granted after 1 year of employment. Resets on your anniversary date each year.	4 days (32 hours)

HEALTH INSURANCE (more information available upon request)

Eligible to enroll on the first of the month following 30 days of employment.

- Model Z contributes up to 85% towards the Anthem HMO plan and up to 65% of the Anthem PPO plan.
- Model Z contributes 100% towards the Dental HMO and up to 60% towards the Dental PPO plan
- Model Z contributes 50% to the Vision plan.

EMPLOYEE'S MONTHLY OUT OF POCKET COST

MEDICAL INSURANCE	EE ONLY	EE + SPOUSE	EE + CHILD/REN	EE + FAMILY
Anthem Select Value HMO ($750 Deductible)	$84.64	$397.25	$325.03	$559.77
Anthem Value HMO ($0 Deductible)	$165.47	$582.45	$476.55	$820.73
Anthem Classic PPO ($1,000 Deductible)	$188.81	$664.59	$543.76	$936.47
Kaiser HMO ($1500 Deductible)	$85.83	$402.82	$329.58	$567.61
Kaiser Traditional HMO ($0 Deductible)	$131.77	$463.82	$379.49	$653.56

DENTAL INSURANCE	EE ONLY	EE + SPOUSE	EE + CHILD/REN	EE + FAMILY
Mutual of Omaha Dental DHMO	$0	$5.84	$6.10	$16.46
Mutual of Omaha Dental DPPO	$14.72	$43.58	$59.38	$93.87

VISION INSURANCE	EE ONLY	EE + SPOUSE	EE + CHILD/REN	EE + FAMILY
Mutual of Omaha Vision	$3.97	$9.11	$10.09	$15.40

LIFE/AD&D/CRITICAL ILLNESS INSURANCE	
Mutual of Omaha Basic Life/AD&D	$50,000 policy offered to all eligible at no cost
EE Voluntary Life/A&D	Ability to buy up to $500,000 Life/AD&D insurance.
Mutual of Omaha Critical Illness $10K-$40K	Depends on age

ACCIDENT	EE ONLY	EE + SPOUSE	EE + CHILD/REN	EE + FAMILY
Accident Insurance	$12.26	$20.54	$24.63	$32.91

401(K) / ROTH IRA	
Safe Harbor Match	100% on the first 3% contribution and 50% on the next 2% contribution.
Eligibility	Eligible to enroll following 90 days of employment.

REIMBURSEMENTS	
Mileage Reimbursement	Mileage on your personal vehicle is reimbursed at the current IRS rate.
Education Reimbursement	$500 per year