Halcyon Robotics, Inc.
Autonomous systems for warehouses

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Ref: HR/OFF/2026/1184

4 August 2026

Alejandro Fuentes-Marchetti
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Subject: Offer of employment — Senior Mechatronics Engineer

Dear Alejandro,

Following your conversations with our engineering and product teams, we are delighted to offer you the position described below. Everyone you met was impressed by the depth of your motion-planning work and the clarity with which you explained it.

This letter sets out the principal terms of your employment. A full contract of employment, together with the employee handbook, will be shared with you on your first day.

POSITION & ENGAGEMENT

DESIGNATION **Senior Mechatronics Engineer**	DEPARTMENT **Robotics Platform**
REPORTS TO **Dr. Ingrid Solheim, VP Engineering**	EMPLOYMENT TYPE **Full-time, permanent**
WORK LOCATION **Seattle HQ (3 days on-site)**	JOINING DATE **14 September 2026**
PROBATION **Six months from date of joining**	NOTICE PERIOD **60 days after confirmation**

COMPENSATION BREAKDOWN

COMPONENT	MONTHLY	ANNUAL
Base salary Reviewed annually each April	$12,500.00	$150,000.00
Sign-on bonus Paid with your first salary; repayable pro rata if you resign within 12 months	—	$15,000.00
Target performance bonus 15% of base, assessed against company and individual goals	$1,875.00	$22,500.00

COMPONENT	MONTHLY	ANNUAL
Retirement contribution Employer 401(k) match up to 6%	$750.00	$9,000.00
Equipment & home-office allowance One-time, claimable within 90 days	—	$2,000.00
Total first-year package	**$15,125.00**	**$198,500.00**

Figures are gross and subject to statutory withholding. Equity grants are made separately by the Board and are not part of this table.

BENEFITS

- Medical, dental and vision cover from day one
- 22 days paid vacation plus public holidays
- 12 weeks paid parental leave
- Annual learning budget of $2,500
- Commuter and transit subsidy
- Life and disability insurance

CONDITIONS OF THIS OFFER

1. This offer is contingent on satisfactory completion of background and reference checks, and on your right to work in the United States.
2. You confirm that you are not bound by any non-compete, non-solicitation or confidentiality obligation that would conflict with the duties described above.
3. You agree to execute the company's confidentiality and intellectual-property assignment agreement on or before your first day.
4. Employment is subject to the terms of the employee handbook as amended from time to time.
5. Please return a signed copy of this letter by the validity date shown below; the offer lapses automatically thereafter.

We believe you will make a real difference to the autonomy stack and look forward to working with you. If any part of this offer needs clarification, please contact Marisol Okonjo in People Operations, who will be glad to help.

ACCEPTANCE

I, Alejandro Fuentes-Marchetti, have read and understood the terms set out above and accept this offer of employment with Halcyon Robotics, Inc. — confirming 14 September 2026 as my date of joining.

Marisol Okonjo
Director, People Operations, Halcyon Robotics, Inc.

Alejandro Fuentes-Marchetti
Candidate · Signature & date