

Information submitted via Top Hat Plan Statement Online Filing System to U. S.  
Department of Labor under 29 CFR 2520.104-23

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Confirmation Number: 10413

Amended Confirmation Number:

Employer Information

Name: CloudServus LLC  
Address: 4413 Spicewood Springs Rd Suite #204  
City: Austin  
State: TX  
Zip Code: 78759

Plan Administrator Information

Name: CloudServus LLC  
Address: 4413 Spicewood Springs Rd Suite #204  
City: Austin  
State: TX  
Zip Code: 78759  
Phone: 5127671265  
Email: steve.mccann@cloudservus.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	CloudServus 2022 Long-Term Incentive Plan (LTIP)	Number of Employees: 4
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Additional Information:

Executive Summary CloudServus, LLC, (CloudServus or the Company) and its Affiliates (i.e., related entities) have adopted the CloudServus 2022 Long-Term Incentive Plan (LTIP or the Plan). It provides an opportunity for the Company to reinforce and reward key management decisions and actions that create long-term value for the Company. Along with a competitive base salary, benefits package and the annual incentive plan, the LTIP completes the management compensation package by rewarding effective leadership over a multiyear period. In addition to motivating/rewarding strategic leadership behavior, the LTIP will encourage participants to stay with the Company over the long-term and will potentially facilitate a mutually beneficial liquidity event. Eligible participants will receive grants of phantom stock unit ("PSU") awards at the Company's discretion. PSU awards will mimic actual ownership values with the goal of accruing meaningful account balances over time. A hypothetical pool of 1,000,000 outstanding 'Units' will represent 100% of the value of the Company. Awards will be granted under the Plan and will be valued based on those hypothetical 'Units', with each 'Unit' representing 1/1,000,000th of the value of the Company. For example, an award of 10,000 PSUs will equate to 1% (10,000/1,000,000) of the Company's value. Each PSU may (or may not) have a Base Price which will be subtracted from the Unit value to determine the value of the PSU. For example, a PSU with a Base Price of \$5 and an underlying Unit value of \$12 will have a value of \$7, similar to a stock option with an exercise price. If the Base Price is zero, then the PSU value will equal the Phantom Stock Value. The value of the Company will be estimated based upon a conservative multiple of operating profit, consistent with industry practices, e.g., 3Xs. The entity values will be updated annually and will be used to set the Base Price of a grant (if any), as well as distribution payout amounts. Values will be updated upon a Change in Control ("CiC") transaction (i.e., the sale of the entity) to reflect the actual proceeds realized. The awards will have a time/service vesting; i.e., they will generally have a 5-year graded service vesting requirement (20% per completed year of service from the grant date). For example, if a CiC occurs in the 4th year following the grant of an

Award, the Award will be 60% vested upon consummation of the transaction and that 60% will be paid out based on the transaction value. The remaining 40% will continue to vest upon continued service following the transaction, unless otherwise accelerated, and will be paid as continued vesting occurs. Vesting may be accelerated at the discretion of the Company or upon an involuntary termination following the CiC. Unvested Awards, or portions, will be forfeited upon a termination of employment. Vested amounts will also be paid out upon a separation from service, based on the formula valuation. Participants will not receive annual equity-holder distributions or any other equity-holder rights as Units do not represent actual equity. This summary is subject to the actual terms and conditions of the Plan document and particular award agreements issued pursuant thereto.



U. S. Department of Labor  
Employee Benefits Security Administration  
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 10413. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.