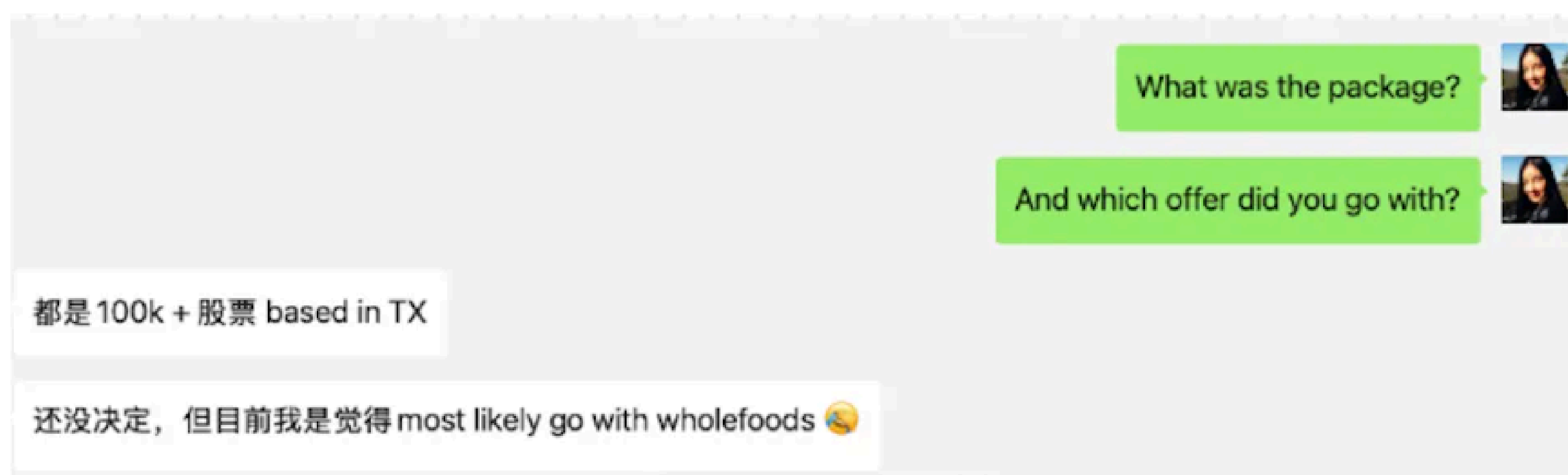


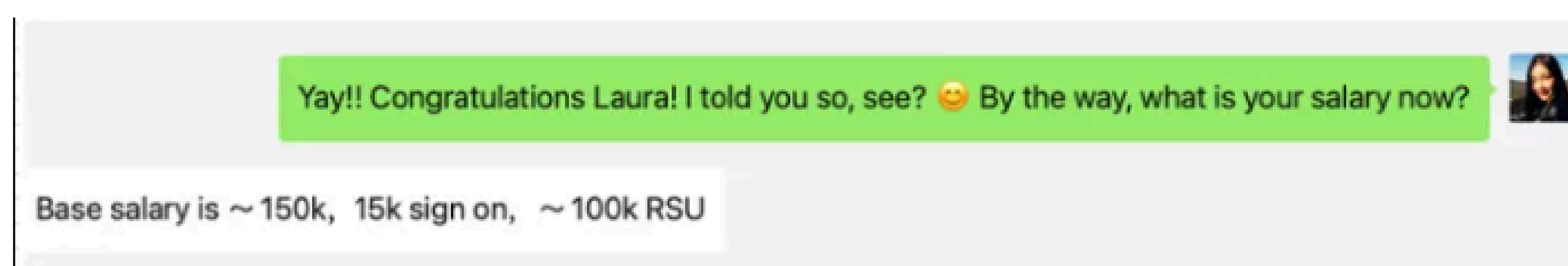
# 顺序做对，Offer 是自然结果



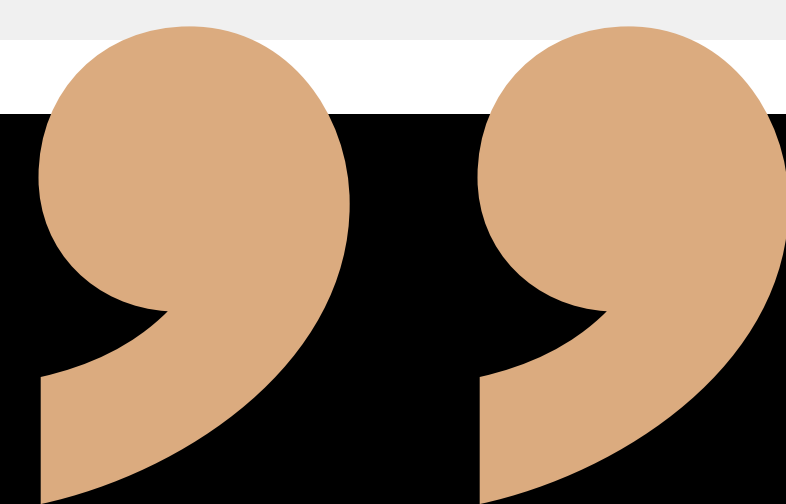
→ K 同学原本在简历上写的是学校和实习时的项目，每次过了二面就没有后续  
我们一起用 JD 拆解 → 构建出 2 个针对性项目 → 改写简历 framing  
不久之后，她收到了多个公司（包括 Wholefoods）的 Multiple Offers  
她说：“目前最倾向于 wholefoods，base + 股票都是 100k+。”



→ Laura 原本卡在第二轮面试，总是讲不清项目逻辑  
我们用 JD 反推做了两个“针对性项目”，她才发发现以前理解的“简历匹配”，完全是误区  
她最终拿到 2 个 offer，并拿下 15k sign on + ~100k RSU 的 Offer



→ Irene 在开始之前，一份简历发出去没有回应  
我们一起拆解 JD → 设计出第一个项目 → 打磨简历 → 提前做面试准备  
项目做完不到 3 周，就收到她第一份社招面试邀约  
最终顺利拿下 offer



# Offer 不是偶然 是项目逻辑被市场认可的结果



## NOTICE AND ACKNOWLEDGMENT OF PAY RATE AND PAYDAY PURSUANT TO NEW YORK LABOR LAW

Prepared For: [Redacted]

<p><b>1. Employer Information</b></p> <p>Employer Name: Amex TRS Company, Inc.</p> <p>Principal Street Address: American Express Headquarters 200 Vesey Street New York, NY 10285 Phone: 855-785-4772</p>	<p><b>4. Your rate(s) of pay (Employer Determined Wage Rate):</b> [Redacted] semi-monthly</p> <p><b>5. Basis for your rate(s) of pay (hourly, shift, day, week, salary, piece, commission, other):</b> SALARY</p> <p><b>6. Allowances Taken:</b></p> <p>XX None  <input type="checkbox"/> Tips _____ per hour  <input type="checkbox"/> Meals _____ per meal  <input type="checkbox"/> Lodging _____  <input type="checkbox"/> Other _____</p>	<p><b>7. Employee Acknowledgment:</b></p> <p>I affirm that I received and understand all of the terms and conditions contained in this Notice and that I accurately informed my employer, as required by New York law, of my primary language. I affirm and understand that this notice was provided to me in English because my primary language is English*.</p> <p>By signing below, I acknowledge receipt of this Notice and that I may print a copy for my records. Prior to printing this document, I will take the necessary steps to prevent unauthorized disclosure or use (e.g., utilizing the Private Print feature on shared printers). If I do not wish to sign, I will follow the instructions below**.</p> <p>Employee Signature: [Redacted] Date: 10/22/25</p> <p><small>* If your primary language is not English, please contact the HR Service Center at 1-855-785-4772, Monday through Friday, 9 a.m. to 7 p.m. E.T.</small></p> <p><small>** If you do not wish to sign, please take the following steps: (1) Print a copy of your Notice for your records, after declining to sign, you will not have an opportunity to print; (2) Click "Other"</small></p>
<p><b>2. Notice Given:</b></p> <p><input checked="" type="checkbox"/> At Hiring  <input type="checkbox"/> Change in primary work location to New York  <input type="checkbox"/> Pay rate and job code change  <input type="checkbox"/> Pay rate decrease</p>		
<p><b>3. Regular Payday:</b> fifteenth (15th) and the last day of each month</p> <p><input type="checkbox"/> Weekly basis  <input type="checkbox"/> Monthly basis  <input checked="" type="checkbox"/> Other: Semi-Monthly</p>		

Hello [Redacted]

Thank you for confirming your start date of **7/7/2025**; we can now proceed with the hiring process.

Capital One is a hybrid company where you may report to the office, so please note the following:

- **Welcome Email:** You will receive your Welcome email communication by close of business the Thursday prior to your start date.
- **Laptop:** Your laptop will be shipped to the address we have on file. Please make sure you are available to receive it.
- **I-9 Process:** Capital One partners with First Advantage (FADV) to assist candidates to complete the I-9 process.
  - Be on the lookout for an email from [services@form9.com](mailto:services@form9.com) with instructions on how to complete the I-9 process.
  - Follow prompts to designate an authorized representative in the I-9 system. **You will need to meet with the representative in person.**
  - This step should be completed prior to your first day with Capital One. Further instructions will be provided in the email.
  - **For questions relating to the I-9 process, please reach out directly to the I-9 Team. They can be reached at 1-800-368-7838.**
  - **Timely completion of the I-9 process is critical in order to ensure you are able to begin work on your start date.**
- **Badging:** We encourage you to begin the process of obtaining your badge on your first day. You will receive instructions on how to do so.



October 30, 2023

3300 Ann Arbor Saline Rd  
Ann Arbor, Michigan 48103

Dear [Redacted]:

We are pleased to offer you the Data Scientist role at OneMagnify. The following details of your offer are as follows:

**Compensation**– Your compensation will be paid to you bi-weekly at a rate of \$98,000.00. You will receive performance reviews in accordance with company policy. Your first merit increase will be based on your 2024 performance.

PAXFUL, INC.  
44 West 28th Street, 5th Floor  
New York, NY

June 9, 2021

Dear [Redacted],

Paxful, Inc., a Delaware corporation (the "Company" or "Paxful"), is pleased to extend to you an offer of employment on the following terms.

### Start Date and Conditions

We anticipate that you will begin your employment on or about June 28, 2021 subject to the following conditions being fulfilled on or before your start date:

- For purposes of federal law, you will be required to provide Paxful with documentary evidence of your identity and eligibility for employment in the United States.
- Your employment is conditioned on the execution and delivery of the accompanying Employment Covenants Agreement.

### Position and Duties

Your employment with the Company will be as a full-time employee.

Your working title will be **BI Associate - Product Growth**, initially reporting to the **Manager, Business Intelligence - Rupal Jain**. This position is exempt for purposes of the federal wage and hour laws, meaning that you will not be eligible for overtime compensation for hours worked in excess of forty (40) in a given work week. As a Paxful employee, you will perform all duties and responsibilities associated with your position in a satisfactory manner and to the best of your abilities. Since you will be a full-time employee, you agree to devote all of your working time exclusively to the performance of your duties at Paxful (i.e., you may not work for others in any way).

Initially, your primary responsibilities are anticipated to be as follows:

- **Analytical:** Become a trusted partner to the growth team by understanding their analytical needs, designing and interpreting experiments to test hypothesis, and driving business decisions
- **User focused:** Apply your skills in quantitative analysis to understand user funnel and user behavior, and identify the opportunities to enhance user activation, engagement, retention and/or product monetization

Envelope ID: A32330DD-D585-49F5-B1C3-173A6393992D



November 19, 2021

RE: OFFER OF EMPLOYMENT

Dear [Redacted],

Firewood Marketing, Inc. (the "Company" or "Firewood") is pleased to offer you the position of Web Analyst. Your start date of December 6, 2021. In this position, you will report into Firewood Marketing, Inc. while also working with other Media.Monks affiliated or related entities, including without limitation Media.Monks and MightyHive. This offer is contingent upon completion of a reference and background check, per the offer form sent separately, also via DocuSign. This offer will expire two (2) days from the date of this letter.

While our offices remain closed, your primary place of work will be in San Francisco, California. The Company may change your position, duties and work location from time-to-time, as the need arises.

Your annual compensation is \$90,000.00. You will be paid the fifteenth and final day of each month, with deductions and all required withholdings.

## Your Compensation Package

Annual Salary	Equity: # of Options on Common Shares	Notional Equity Value
\$90,000	10,000	\$750,000 @5X (~\$3.8M) @10X (~\$7.5M) @25X (~\$19M)
		<i>Assumes current stock price. Value is not guaranteed and will fluctuate. Company value will change over time.</i>

\*Options vest over 5 years, with 20% vesting on the 1st anniversary and the remainder vesting thereafter.