

COGNIKIN PTY LTD

Employment Agreement (Part-Time) — Maria Pinker

Reference: AWC-EMP-2026-MARIA

24 June 2026

Employment Agreement — Part-Time

AWC Holdings Pty Ltd (ACN 695 044 323) t/a Australian Waste Company ("AWC", "the Company")

Employee: Maria Pinker ("you")

Date: 24 June 2026

Dear Maria,

We are pleased to confirm your **part-time** employment with AWC Holdings Pty Ltd. The terms are set out below. This is a genuinely cooperative engagement — each of us a separate party, free to continue by choice, not tethered but cooperating — and either of us may part ways on the short notice set out under *Termination*. You are a genuine employee of AWC (PAYG, superannuation, Award, National Employment Standards).

1. Position

- **Role:** Customer Success Agent (BinEye customer success & B2B sales support).
- **Where you work:** exclusively within **BINEYE.AI Pty Ltd** (ACN 697 470 778). AWC employs you and assigns your services to BinEye.
- **Reports to:** Marc Withnall.

2. Employment type & hours

- **Part-time permanent**, commencing **15 June 2026**.
- **30 ordinary hours per week — 6 hours per day**, to fit your studies.
- Your daily start/finish window is by agreement, consistent with your early-start preference (from ~6:00am).
- Annual leave, personal/carer's leave and other NES entitlements accrue **pro-rata** to your ordinary hours (Part 2-2, Fair Work Act 2009 — National Employment Standards).

3. Pay

- **Base salary: \$60,000 per annum**, plus **11.5% superannuation** on your ordinary time earnings (SGAA s 6(1)).
- **Paid monthly** through AWC's Single Touch Payroll (a monthly pay run).
- Award: **Clerks — Private Sector Award MA000002, Level 3**. Your base is set well above the Award minimum for your hours; a standing top-up ensures you are always **better off overall** (s 145, Fair Work Act 2009). A set-off term covers the early-morning component (cl 25.2, MA000002) within the salary.

4. Per-bin bonus

On top of your base salary you earn a **per-bin bonus of \$50 per bin**, paid in two halves that each vest on their own trigger, with the monthly pay run:

- **\$25 per bin — on ORDER**: when the customer's order is placed (deposit received); and
- **\$25 per bin — on DELIVERY**: when the bin is delivered to the customer.

Each half is paid once its trigger occurs (the other half may follow in a later month, or not at all). The bonus is part of your ordinary time earnings, so **superannuation applies on top of it**, and tax is withheld in the normal way (ATO Schedule 5). **Clawback**: if an order is cancelled, or a deposit refunded, before the relevant trigger is met, the corresponding \$25 half is not payable; any amount already paid for a half that is subsequently reversed will be adjusted against a future bonus payment.

Monthly ceiling: your **total remuneration in any month — base salary, bonus and superannuation combined — is capped at \$30,000**. A generous ceiling, not a target.

5. Probation

Six months from your start date (15 June 2026); after it, the standard unfair-dismissal protections apply (s 382–383, Fair Work Act 2009).

6. Termination

- **Within the first 90 days: one week's** notice by either party.
- **After 90 days: two weeks'** notice by either party.

- **Either party may terminate for convenience** on the applicable notice (your National Employment Standards entitlements always apply).

7. Benefits & tools

- **Total Fusion** corporate gym membership.
- AWC-provided laptop and phone, your **maria@bineye.ai** mailbox, and your CogniKin assistant (**Sophia**).

8. Conditions

Subject to satisfactory reference checks and confirmation of your right to work in Australia. On starting you will complete an intake form (TFN declaration, super choice, bank details) and receive the Fair Work Information Statement and our workplace policies.

9. Acceptance

For AWC Holdings Pty Ltd: Nick Wells, Director

Accepted by the Employee: Maria Pinker