

COGNIKIN PTY LTD

Dashiel Withnall - ApexRowing Part-Time Employment Agreement

Reference: KI-EMP-2026-DASHIEL-APEXROWING

03 July 2026

Part-Time Employment Agreement - ApexRowing Platform Services

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Status: Issued for CogniSign on 3 July 2026. Not executed until both parties sign.

Employer: Kuranda Industries Pty Ltd ACN 000 228 928 ABN 79 000 228 928 (**KI**)

Employee: Dashiel Withnall (**Employee**)

Role: Athlete Experience Assistant - ApexRowing Platform

Start date: Date of last signature, unless KI and the Employee agree another start date in writing.

Work location: Remote / Hockings / rowing venues as reasonably directed.

1. Employment

KI employs the Employee as a permanent part-time employee. The role is a genuine paid work role, not an allowance. The Employee reports to Marc Withnall or another person KI nominates, and may be asked to work with Randal Martin and other ApexRowing platform stakeholders.

The Employee must work at least **6.25 ordinary hours per week**, unless KI approves otherwise. Hours must be recorded weekly in the timesheet or journal system nominated by KI.

2. Duties

The Employee will:

- use, test, and give athlete-side feedback on the ApexRowing / KI platform;
- write a regular journal of the athlete journey toward rowing acceptance, selection, training, and performance development;
- provide practical athlete-experience input on onboarding, training plans, communication, motivation, and platform usability;

- attend check-ins and complete reasonable platform tasks set by KI;
- use KI email, Codex, laptop, and other systems responsibly and only for authorised work; and
- follow all lawful and reasonable directions, confidentiality requirements, and security rules.

The Employee must not give medical, psychological, nutritional, migration, legal, financial, or formal coaching advice unless KI confirms in writing that the Employee is authorised and qualified to do so. Athlete-side input means lived-experience feedback and peer perspective.

3. Pay, Superannuation, and Records

KI will pay the Employee **\$40.00 gross per hour**. At 6.25 hours per week, the target gross weekly pay is **\$250.00**, before PAYG withholding and other lawful deductions. KI will pay weekly in arrears through payroll to the bank account nominated by the Employee, and will issue payslips and keep payroll records as required by law.

KI will pay superannuation guarantee contributions on qualifying earnings at the statutory rate. The parties expect the role to be above the National Minimum Wage, but KI will confirm the applicable award or award-free position before the first pay run. If an award, enterprise agreement, National Employment Standard, or law gives the Employee a more beneficial minimum entitlement, that entitlement applies.

4. Airwallex Car Expense Card

KI may issue an Airwallex employee expense card for **approved car-related business expenses only**, including approved fuel, parking, tolls, vehicle servicing, vehicle supplies, and other car costs KI permits in writing. The card is not wages, not savings, not a general debit card, and not personal spending money. The Employee must keep receipts, record the business purpose, and follow spend limits and merchant restrictions.

Private use of any KI card, vehicle, fuel, toll, parking, or similar benefit is not permitted unless KI approves it in writing. Any approved private use may be treated as a fringe benefit, may require logbooks or other substantiation, and may be handled through payroll, FBT reporting, or employee contribution as KI or its accountant determines.

5. Confidentiality, IP, and Systems

The Employee must keep KI, ApexRowing, athlete, customer, family, and platform information confidential. All work product created in the role, including journal entries, notes, platform feedback, scripts, prompts, documents, images, recordings, data, and improvements, belongs to KI from creation. The Employee assigns all intellectual property in that work product to KI and consents to KI using, editing, adapting, publishing, or not publishing it, subject to privacy and confidentiality controls.

KI systems and equipment remain KI property and must be returned or access-surrendered on request. The Employee must use MFA/password controls, must not share credentials, and must promptly report any lost device, account compromise, or accidental disclosure.

6. Leave, Conduct, and End of Employment

The Employee receives National Employment Standards entitlements for permanent part-time employees on a pro-rata basis, including annual leave, personal/carer's leave, public holidays, and notice of termination where applicable. Either party may end the employment by giving the minimum lawful notice, or immediately for serious misconduct.

7. Acceptance

By signing, the Employee accepts the role and agrees to comply with this agreement and KI policies notified from time to time.

For Kuranda Industries Pty Ltd	Employee
Name: Susanne Keene Withnall	Dashiel Withnall
Role: CFO / Director	Signature: _____
Signature: _____	Date: _____
Date: _____	