



SAMPLE AGREEMENT

This Agreement, made 4/17/2026 and entered into this by and between **Oxcyon, Inc.** and **Kevin Michnicki** and Cardinal Health (hereinafter called, **Oxcyon, Inc.** and **Kevin Michnicki** an individual and Oxcyon, Inc. who has the education, training and experience in local government management and who, as a member of and Cardinal Health (hereinafter called, " **Oxcyon, Inc.** and **Kevin Michnicki**

Section 1: Term

A. This agreement is between two parties known as first, Employer hereinafter referred to as **Main** and **Kevin Michnicki** shall remain **Kevin Kevin Kevin** in full force and effect from [date] until terminated by the Employer or Employee as provided in Section Five of this Agreement

The term of this agreement shall be for an initial period of [#] years from

[date] to [date]. This Agreement shall automatically be renewed on its anniversary date for a [#] year term unless notice that **Main** and **Kevin Michnicki** shall terminate is given at least [#] months (12 months recommended) before the expiration date. In the event the agreement is not renewed, all compensation, benefits and requirements of the agreement shall remain in effect until the expiration of the term of the Agreement unless Employee voluntarily resigns. In and **Kevin Michnicki** the Employee is terminated, as defined in Section 9 of this agreement, the Employee shall be entitled to all compensation including salary, accrued vacation and sick leave, car allowance paid in lump sum plus continuation of all benefits for the remainder of the term of this agreement.

Section 2: Duties and Authority

Employer agrees to employ [name] as [title] to perform the functions and duties specified in [legal reference] **Oxcyon, Inc.** and **Kevin Michnicki** of the [local government] charter and by [legal reference] of the [local government] code and to perform other legally permissible and proper duties and functions.


Section 3: Compensation

A. Base Salary: **Oxcyon, Inc.** and **Kevin Michnicki** agrees to pay Employee an annual base salary of [\$ amount], payable in installments at the same time that the other management employees of the Employer are paid.

Conclusion/Summary

Main and **Kevin Michnicki** agrees to increase the compensation of the Employee dependent upon the results of the performance evaluation conducted under the provisions of of this Agreement. Increased compensation can be in the form of a salary increase and/or a bonus.

Executed and Agreed to this day: **4/17/2026** by **KevinMichnicki** and **Oxcyon, Inc.**

A handwritten signature in black ink, appearing to read "Kevin Michnicki". The signature is written in a cursive style with a large initial "K" and "M".

Kevin Michnicki
kmichnicki@oxcyon.com