

Part-Time Employment Agreement

Catalyst Physical Therapy & Wellness, Inc. — Frank Pucher

This Part-Time Employment Agreement (“Agreement”) is made between **Catalyst Physical Therapy & Wellness, Inc.** (the “Company”) and **Frank Pucher** (“Employee”), effective **August 1, 2026**. The parties acknowledge that Employee spent July 2026 in unpaid orientation and onboarding by mutual agreement; paid employment under this Agreement begins on the effective date.

1. Position

Employee is employed part-time as **Catalyst Concierge (Patient Experience & Navigation)**, reporting to Brian Wilson. This is a non-exempt, hourly, hybrid position based across the Company’s San Diego locations (Mission Valley, Point Loma, 4S Ranch) with remote outreach work.

2. Duties

Employee’s responsibilities for the Company include:

- Patient follow-up and outreach for current and former physical therapy patients, including check-ins, reactivation, and plan-of-care follow-through, using the Company’s approved call scripts and communication processes.
- Helping patients navigate the broader Catalyst ecosystem — connecting PT patients with appropriate wellness, massage, and performance services through warm handoffs to the designated contact at each location.
- Use of the Company’s EMR for patient communication and documentation, strictly in accordance with the Company’s HIPAA policies and only after completing required training.
- Supporting patient-experience, retention, and communication initiatives as assigned by the Company.

3. Condition Precedent — HIPAA Training and EMR Onboarding

Employee will not access patient information or the EMR until Employee has completed the Company’s HIPAA training, EMR onboarding, and confidentiality acknowledgments. Until those steps are complete, Employee’s duties are limited to non-PHI activities such as training, orientation, and process review.

4. Compensation

Employee will be paid **\$20.00 per hour**, non-exempt, for all hours worked under this Agreement, payable in accordance with the Company’s regular payroll schedule and subject to required withholdings. Employee must accurately record all hours worked for the Company using the Company’s timekeeping method, and hours worked for the Affiliated Company (defined below) must be recorded and paid separately by that entity.

Scheduled hours under this Agreement are expected to average approximately **7–8 hours per week (approximately \$600 per month)**. Combined with the companion agreement described in Section 5, Employee’s total expected compensation across both companies is approximately **\$1,200 per month for approximately 15 hours per week in total**. Hours may flex week to week with prior approval, and all hours actually worked will be paid.

5. Dual Employment; Allocation Between Companies

Employee is simultaneously employed part-time by **Catalyst Performance LLC (the “Affiliated Company”)** under a separate agreement. Each company is a separate employer with its own payroll, and this Agreement governs only work performed for the Company. Work involving physical therapy patients or protected health information (“PHI”) is performed exclusively under Employee’s employment with Catalyst Physical Therapy & Wellness, Inc., and never under the other entity.

6. Confidentiality

Employee will have access to confidential business information, including client and member lists, contact information, pricing, business plans, and systems. Employee agrees not to use or disclose such information except in performing duties for the Company, both during and after employment. All client lists, records, and materials remain the sole property of the Company and must be returned upon termination of employment.

HIPAA. Employee will complete HIPAA training and EMR onboarding, and will sign the Company’s HIPAA confidentiality acknowledgment, before receiving any access to patient information. Employee agrees to comply at all times with HIPAA and the Company’s privacy and security policies. Access to PHI is limited to the minimum necessary to perform assigned duties. Any suspected privacy incident must be reported to the Company immediately.

7. At-Will Employment

Employment is at-will. Either party may end the employment relationship at any time, with or without cause or notice. Nothing in this Agreement creates a promise of continued employment.

8. General

- Employee confirms they are free to enter this Agreement and it does not conflict with any other obligation. Employee’s outside mentorship/coaching work (approximately 20 hours per month) is acknowledged and permitted so long as it does not involve Company confidential information or solicit Company clients or staff.
- Employee will comply with the Company’s employee handbook and policies, as updated from time to time.
- This Agreement, together with the companion agreement referenced in Section 5, is the entire agreement regarding Employee’s employment and supersedes prior discussions. It may be amended only in a writing signed by both parties.
- This Agreement is governed by California law.

Signatures

By signing below, the parties agree to the terms of this Agreement.

Company: Catalyst Physical Therapy & Wellness, Inc.

Signature

Name / Title

Date

Employee: Frank Pucher

Signature

Date