



Amir Imani &lt;ai2335@columbia.edu&gt;

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## Offer from AWS for Solutions Architect, Machine Learning

4 messages

Trifiro, Peter <trifiro@amazon.com>  
To: "ai2335@columbia.edu" <ai2335@columbia.edu>

Wed, May 13, 2020 at 9:07 AM

Hi Amir -

Congratulations!!! We would like to extend an offer to you! Please take a moment to review the following information and then let's set up a time to discuss any remaining questions that you may have regarding the details. This is based on our discussion and once I receive a verbal or written acceptance from you, I will be able to formalize it in our systems and generate the official offer letter on AWS letterhead.

*Please note that all of the terms and proposed numbers here are subject to HR and Legal approval*

**Title: Solutions Architect, Machine Learning**

**Proposed Start:** 6/8/2020

**Location:** New York, NY

**Base:** \$175,000/yr

Year 1 & 2 Cash Bonus: **\$87,000K** broken out and paid monthly (or per your state's required pay schedule) for your first year of employment, **\$65,000K** broken out and paid monthly (or per your state's required pay schedule) throughout your second year of employment. You are paid once a month at the end of the month. If you are hired by typically by the 23rd of the month you will receive your first paycheck by month's end.

**Initial Restricted Stock Grant: 85 shares**

Initial Restricted Stock Vest: 5% on your one-year anniversary, 15% on your two-year anniversary, and 20% every 6 months thereafter until your 4 year anniversary.

Yearly Performance Stock Grant: You will be eligible for an annual stock grant each year based on your individualized performance (To be eligible in 2021 for an Annual Stock Grant, the employee must join Amazon on or before January 20, 2020. If employed after that date you will be eligible for a

restricted stock unit grant, based on your performance, in calendar year 2022.). The stock grant vests over a two year window. This equity compensation is the key to Amazon's total comp philosophy.

**Year 1: Estimated Compensation: \$270,885** this includes the base salary, year 1 cash and 5% of your initial restricted stock grant.

**Benefits and New Hire Information:** . If you are to accept the position there are several documents that we will need for you to sign and bring with you on your first day.

[Benefits Overview for U.S. Amazon Employees excluding CT, IL, IN, MD, NC, PA, UT, & WI](#)

[Benefits Overview for U.S. Amazon Employees in CT, IL, IN, MD, NC, PA, UA, & WI only](#)

**Paid Time Off:** [https://www.amazon.jobs/en/landing\\_pages/pto-overview-us](https://www.amazon.jobs/en/landing_pages/pto-overview-us)

- Vacation Time: Full-time salaried employees accrue up to two weeks of paid vacation during the first year. After one year, full-time salaried employees accrue up to three paid weeks annually.

- Personal Time: Regular full-time associates accrue paid personal time each pay period at a rate equal to 48 hours (6 days) per year. Please note, personal time is use or lose, so you must use this on a yearly basis paid personal time provides flexible time off for personal needs and can be used in the event of illness or other personal business.

- Sick Time: Regular, full-time employees working in certain states/counties are eligible for additional "sick leave" days, in addition to the current Paid Personal Time policy. The "sick leave" days may only be used for sick or safe leave, including for your own illness, to care for a family member who is ill, or for other reasons as defined in the sick leave policy. Please refer to your state/local Dept. of Labor website to determine your eligibility.

**401k:** Amazon matches up to 4% of your pay (in the form of Amazon.com common stock) at the rate of 50%, for a maximum company match of 2% of your total eligible pay. You are 100% vested in the company matching contribution after three years of service with Amazon. Employees must complete three (3) years of vesting service in order to be vested in their company matching contribution.

**Transit/Parking:** The below statements are the benefits that are provided to each of our AWS location to cover transportation costs for our employee's.

### **Seattle Information:**

**Transit:** Each Amazon employee receives an Orca Card. This full cost of peak trip prices for public transit/bus, vanpool, Sounder commuter train, Link Light Rail and the street car. Amazon ORCA cards

do not cover the cost of the ferries.

**Seattle Parking Information:**

You are eligible for reimbursement of monthly parking, with receipt, up to \$160 at the South Lake Union locations (Blackfoot and Port 99 are considered to be part of the SLU campus). Day to day parking is reimbursed to full time (blue badge) employees up to the maximum amount of the Parking Subsidy for the buildings where they are officially located.

**Boston Parking Information:**

You are eligible for reimbursement of monthly parking, with receipt, up to \$160. Day to day parking is reimbursed to full time (blue badge) employees up to the maximum amount of the Parking Subsidy for the buildings where they are officially located.

**Virginia Information:**

No transit or parking benefit at this time

**New York Information:**

Transit: You will be 100% subsidized for train, bus, and subway expenses up to \$400. Employees must submit transportation expenses via Web Expense (AP) to be reimbursed.

**Parking:** you are eligible for reimbursement of \$ 100 per month or day to day parking (at both train stations/office locations), is reimbursed to blue badge employees up to the maximum amount of the Parking Subsidy for the buildings where they are officially located.

**California (San Francisco) Information:**

Go Pass - Amazon provides the Go Pass, an annual Caltrain pass, at no cost to employees. This benefit allows employees to travel through any zones at any time on Caltrain's regularly scheduled trains for the entire calendar year while they work for Amazon.

Transit Passes and Parking-Amazon contributes up to \$200/month towards the purchase of other transit passes (to be used for buses or other eligible modes of transportation other than Caltrain) and/or parking. Employees can allocate the subsidy any way they want but the total subsidy for transit and parking combined is \$200 per month.

**Discount:** 10% discount code for Amazon.com website (in Amazon retail inventory ...no 3rd parties) up to \$1000 worth of purchases.

**Cell Phone:** Amazon will reimburse you \$50.00 of the data plan. All major carriers are supported on our corporate systems.

We look forward to you joining Amazon!

**Pete Trifiro**

*Sr. Technical Recruiter, Solutions Architecture*  
Amazon Web Services

E: [trifiro@amazon.com](mailto:trifiro@amazon.com)

[Facebook](#) [LinkedIn](#) [Twitter](#)



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**Amirhossein Imani** <ai2335@columbia.edu>  
To: "Trifiro, Peter" <trifiro@amazon.com>

Wed, May 13, 2020 at 9:39 AM

Thanks Peter for all your help throughout this process. I will get back to you with my official response after I speak with David.

In the meantime, I can't find NY healthcare benefits in the links you provided. Would you point me to the right link?

thanks  
Amir

[Quoted text hidden]

Amir Imani



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**Amirhossein Imani** <ai2335@columbia.edu>  
To: "Trifiro, Peter" <trifiro@amazon.com>

Wed, May 13, 2020 at 9:46 AM

I just realized I missed the **excluding** part. please dismiss my previous email.

[Quoted text hidden]

**Amirhossein Imani** <ai2335@columbia.edu>  
To: "Trifiro, Peter" <trifiro@amazon.com>

Thu, May 14, 2020 at 2:01 PM

Hi Peter,

Thank you again for giving me the opportunity to demonstrate my value to the team. Please accept this email as my formal acceptance of the offered position as Solutions Architect, Machine Learning with Amazon.

Please let me know if you need any additional information from me to generate the official offer letter on AWS letterhead.

Best,  
Amir

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