



SPS COMMERCE

INFINITE RETAIL POWER™

Memorandum – Personal & Confidential

Date: November 1, 2017
To: Max Reich
From: Lara Gavino Cesar Augusto
Re: Promotion
Cc: Personnel File

Congratulations on your promotion as a Software Engineer on the Implementation team! I am pleased to confirm the details of your promotion below:

Effective Date	November 1, 2017
Current Base Salary	\$ 72,170
Adjustment	\$ 5,051.90 (7%)
New Base Salary	\$ 77,221.90
Next Review Date	4/1/18

Thank you for your continued contributions to SPS Commerce!

To confirm acceptance of this role, please sign and date below, returning the signed original to your Human Resources Business Partner.

Signature

Date