



Abbott Cardiovascular Sys Inc  
3200 LAKESIDE DRIVE  
SANTA CLARA, CA, 95054

May 5, 2022

Hendry Widyanto  
631 Huron Blvd SE 3406  
Minneapolis, MN 55414

Dear Hendry Widyanto,

We are pleased to offer you the position of Specialist Quality Assurance reporting to CHANDRA NICOLE BENNETT, Manager QA Reliability. Your initial base salary will be at an annual rate of \$72,000.00. You will receive your paycheck according to the payroll schedule for the site. Should a payday fall on a Company holiday, paychecks will be issued as near as possible to your regularly scheduled payday. Please be advised that, as part of your employment with Abbott and in order to become an Abbott employee, you will be required to sign the Abbott Employee Agreement. A copy of the Abbott Employee Agreement accompanies this letter. As you will tell from reading the Agreement, Sections 8, 9 and 10 of the Agreement contain certain restrictions that will apply both during and after your Abbott employment. Five percent (5%) of your base salary constitutes consideration to you for signing the Abbott Employee Agreement, including the restrictions contained in Sections 8, 9 and 10 therein. Please be advised that you have the right to consult with an attorney about the Agreement and will also have at least 14 days from the date of this letter to sign the Agreement. You may, however, sign the Agreement within those 14 days.

Additional components to our offer include the following:

- **Benefits:** Outlined in the enclosed Benefits Summary.
- **Sign-On Bonus:** \$3,000.00 gross will be advanced to you in a future payroll check on or about your 30-day employment anniversary with Abbott. If, for any reason, you do not complete twelve months of continuous active service, as defined by Abbott, you will not earn the bonus and must repay 100% of the advance, which will become a debt immediately due and owing, before your last day of work.

The pay and benefit components above are subject to the terms and conditions of the applicable plan documents.



Our offer of employment will remain open for seven (7) days from the date of this letter and is contingent upon the satisfactory completion of an employment eligibility Form I-9, our receipt of acceptable references, the satisfactory completion of a background check, drug screen, verification that you are fully vaccinated for COVID-19 (unless entitled to a medical or religious accommodation), and medical evaluation (if required), and certification that you have read and agree to the Abbott Code of Business Conduct and the Abbott Employee Agreement. Your employment relationship is at-will meaning that it is not for a specified period of time and either you or Abbott may end your employment at any time with or without notice or reason. In addition, you assure us that you are free of any contractual obligations from your current or former employer that will impede your contributions to Abbott and you will not violate any valid continuing obligations you have with your former employer(s). Once you begin working at Abbott, you agree to avoid any actual or apparent conflicts with Abbott's interest. You further assure us that at the start of your employment with Abbott, you will have returned (and will not use) all property of your current/former employer(s), including any confidential information.

We are confident that you will find your new role at Abbott both challenging and rewarding and that you, in turn, will make significant contributions to our Company's success. By accepting this letter, you are acknowledging that you have read and understood this letter. You are agreeing to and accepting the terms of the letter and you are not relying on any other representation made by Abbott or its representatives about your employment. This offer letter, the Abbott Employee Agreement and the agreements referenced herein contain the entire agreement between you and Abbott. This letter may not be modified, except in writing by authorized Abbott personnel.

If you have any questions, please do not hesitate to contact me.

Sincerely,  
Peggie Arvidson  
Sr. Recruiter, Talent Acquisition

[Enclosures]

Abbott Code of Business Conduct: [abbott.com/investors/governance/code-of-business-conduct.html](http://abbott.com/investors/governance/code-of-business-conduct.html)

Abbott Benefits Highlights: [abbottbenefits.com](http://abbottbenefits.com)

Abbott Employee Agreement

I have read and understood this offer letter and hereby acknowledge, accept and agree to the terms as set forth above. If I become obligated to Abbott for a debt due and owing, I authorize Abbott to offset the debt against any compensation or reimbursement that Abbott owes me to the extent legally permissible.