



December 12, 2024

Alaeldin Mohamed  
Fountain Inn, SC

Dear Alaeldin,

**Congratulations!** We are delighted to extend the following offer to you.

On behalf of the leadership team, we thank you for your continued dedication to Yanfeng Automotive Interiors. It is an honor to acknowledge the hard work you've contributed by confirming in writing our offer for the position of **Sr. Process Engineer**, reporting to Ali Abudiab at the Fountain Inn plant. This is a full-time position (40+ hours per week), and we anticipate a start date of January 1, 2025.

**Pay**

Your starting annual pay for this position will be \$96,700. You will be paid semi-monthly on the 15<sup>th</sup> and the last day of each month. Deductions for insurance premiums and required state and federal withholdings will be made from your paychecks.

**Sign On / Relocation Assistance**

Yanfeng is offering you a one-time sign-on bonus in the amount **\$23,493** (minus required state and federal taxes) to assist with relocation. Should you voluntarily terminate your employment within two (2) years, you agree that the sign-on bonus received, including all tax and gross-up amounts paid on your behalf, shall be repaid by you in full to Yanfeng Automotive Interiors.

You will be required to sign a Repayment Agreement that will be sent to you along with this offer letter.

Your employment relationship with Yanfeng Automotive Interiors will continue to be one of at-will; accordingly, either you or the Company can terminate the relationship at any time for any reason. Further, nothing in this letter or any other communication to you creates or constitutes a contract, and the at-will nature of your employment may only be changed by an express written agreement signed by an authorized officer of the company.

This letter contains the entire agreement between the parties hereto and supersedes all prior written and/or oral agreements. This Agreement may be altered or modified only in writing signed by the parties hereto.

Alaeldin, we trust your employment with us will continue to be a mutually rewarding and enriching experience.

If you have any questions, please feel free to contact me at 334.750.9718.

Sincerely,

Lisa Hagan, Talent Acquisition Business Partner  
cc: Sheila McGraw, HR Manager