



Manoel Menezes &lt;manoel.menezes.jr@gmail.com&gt;

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## Your Amazon Canada Offer

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**Brichetto, Tony** <tonybric@amazon.com>

Tue, Feb 28, 2017 at 12:08 AM

To: Manoel Menezes &lt;manoel.menezes.jr@gmail.com&gt;

Hi Manoel,

Below are your Canada offer numbers with a breakdown of how each component works. I have also attached the "Canada Benefits" document which describes all the benefits, etc. You can review this document at your convenience. All numbers are in Canada dollars:

Your first year total compensation is **\$154,782**. This breaks down as follows:

1. Base Salary: **\$122,000**

You get an annual review every March and are eligible for a raise and a promotion at that time.

2. Amazon Stock: **140 shares**

The stock vests as follows:

Year 1: 5% (7 shares)

Year 2: 15% (21 shares)

Year 3: 40% (56 shares)

Year 4: 40% (56 shares)

3. Two Annual Cash Bonuses: Year 1 (**\$25,000**) + Year 2 (**\$20,000**)

- The cash bonuses in Year 1 and Year 2 are given because your stock isn't contributing much to the total compensation your first two years.

- The cash bonuses are paid in 12 monthly installments and combined with your base salary on one monthly pay check.

- So your effective base salary in Year 1 is \$147,000 and in Year 2 its \$142,000. Plus any raises you get on your annual reviews.

- There are no more cash bonuses after Year 2. There is only your base salary and your Amazon stock starting in Year 3.

So your Year 1 total compensation is **\$154,782** (salary + bonus + 7 shares of stock vesting at \$800 USD = \$7782 CAD)

#### 4. Future Amazon Stock

One final component to the model for the future: Starting on your second annual review, you are eligible for annual stock grants every year for the rest of your career at Amazon. These yearly “annual stock grants” vest in only 2 years, instead of 4 years like your initial stock allocation. These annual stock grants are designed to keep your total compensation increasing as your career moves forward.

#### 5. Relocation Policy

Amazon will pay for your relocation to Canada. I have attached the “Global Relocation Policy” document describing the Amazon relocation services. In addition to the items covered in this Policy, you get a lump sum of \$10,000 United States Dollars to assist with your move. Amazon offers a nice relocation policy and most candidates have extra money left over after their move.

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Please review this model and let me know your thoughts. You can accept the model now by letting me know in email or you can send me any questions you have. Thanks!

Tony Brichetto | Sr. Technical Recruiter, International Expansion (ISE) | Amazon

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#### 2 attachments



**2016-2017\_Canada\_Benefits\_at\_a\_Glance (Eng).pdf**  
603K



**Global Relocation Policy L5-6 CORE.pdf**  
546K