

ZILLOW[®]GROUP

11/14/2022

Dear Allison,

Congratulations, we are thrilled to offer you a position with Zillow Group! This offer letter outlines the key terms of our offer of employment to you and provides a snapshot of some of the great benefits that make Zillow Group one of the best companies to work for.

Job Details:

- Title: Software Development Engineer - Intern
- Status: Exempt
- Reporting to: Lakshmi Dixit, VP, Tech Engineering and Operations
- Start Date: 05/22/2023
- Approximate Expected End Date: 8/11/2023
- Office Location: Remote-MO
- Number of Hours Worked per Week: 40
- Annual Salary: \$115,000.00, Prorated Salary
- Working Arrangement: Remote - You may work from an approved location anywhere in the 50 United States, and may also elect to spend some time working at a Company office.
- Sign-On Bonus: \$3,000.00 (one time)

The intern will work from their residence in 6107 Waterman Blvd, St. Louis, Missouri 63112.

Benefits:

- **Sick Days:** Accrue up to 9 per year
- **Medical, Dental and Vision:** 80-100% of employee premiums covered depending upon the plan
80% of dependent premiums covered
- **Company Holidays:** 10 per year
- **Volunteer Day:** 1 per year
- **Life, short & long-term disability insurance:** Yes

Fine Print

Terms of Employment: Your employment with Zillow Group is at will, which means that you may resign at any time with or without advance notice to Zillow Group and with or without cause. Similarly, Zillow Group may terminate an employee relationship at any time with or without advance notice and with or without cause. Additionally, the terms and conditions of your employment, including but not limited to termination, demotion, promotion, transfer, compensation, benefits, duties and location of work may be changed with or without cause, for any or no reason, and with or without notice.

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Exemption Status: This is an exempt position and your annual salary will be paid on a semi-monthly basis in accordance with the Company's standard payroll practices.

Background Check: You will be required to pass reference & background checks prior to the start of your internship and/or upon extension of any offer of permanent employment.

Verification: Your identity and employment eligibility will be verified via appropriate documentation on your first day.

Overtime Position: This is an overtime-exempt position and your annual salary will be paid on a semi-monthly basis. Distributions of your annual salary each pay period will occur on the 15th and the last day of each month. If the scheduled payday falls on a weekend or holiday, payment will be distributed on the preceding business day.

Sign On Bonus: You are eligible for a hiring bonus in the amount stated above. This bonus will be earned on your first day of employment. It will be paid on the Company's normal payroll schedule based on the date it is earned.

Benefits: Medical, Dental, Vision, Prescription, Life, STD & LTD benefits begin the first day of the month following your start date.

Your employment is contingent upon your signing a Proprietary Rights Agreement (PRA) (also known as a Confidential Information, Inventions, Nonsolicitation, and Noncompete Agreement (CIINNA)) and a Mutual Agreement to Arbitrate Claims. You may not bring, disclose or transfer the confidential information of any former employer or third party (including electronically stored information) to the Company or any of its employees, and agree that you will not use any such information in your work at the Company.

By accepting this offer, you confirm that you are able to accept this position and carry out the work it will involve without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer.

This offer will remain valid through the end of business, 11/21/2022.

We are excited to have you join our team!

Sincerely,

A handwritten signature in black ink, appearing to be "S. J. Smith", written in a cursive style.

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Dan Spaulding
Chief People Officer