

Snap Inc.

11/03/2021

Loc Nguyen
Via email: loc952001@gmail.com

Dear Loc,

Congratulations! We are thrilled to offer you a position at Snap Inc. (the “Company”). As a member of our team, you will be eligible for the following starting total rewards package:

Offer Summary

Offer Expiration Date: 11/18/2021

Initial Title: Software Engineer Intern

Start Date: 06/06/2022

End Date: 08/26/2022

Work Location: 2025 1st Avenue Seattle, Washington 98121

Job Classification: Full time, Exempt

Compensation: Bi-weekly amount of \$4,153.84

In addition to your bi-weekly salary, you will be paid a bi-weekly housing allowance of \$1,250 subject to applicable payroll deductions and withholdings, during the term of your internship. Your eligibility for a housing allowance is conditioned on you actually securing housing arrangements during your internship with an out of pocket cost to you .

You will be paid biweekly, subject to applicable payroll deductions and withholdings.

In addition, full-time Interns qualify for a range of benefits. Check out the enclosed benefits documents for more details, or contact Recruiting for the current suite of benefits available to you. The Company may change compensation and benefits at its discretion.

You are being offered employment at the Company because of the personal skills and experience you have, not because of any confidential, proprietary, or trade-secret information of a former or current employer you may have. In your work for the Company, we do not want you to use or disclose any such confidential, proprietary, or trade-secret information. Likewise, as an employee of the Company, you may learn about confidential, proprietary, or trade-secret information related to the Company and its clients. To protect the interests of both the Company and its clients, all employees are required to read and sign the enclosed Confidential Information and Inventions Assignment Agreement as a condition of employment at the Company. Also enclosed for you to review and then sign as a condition of employment are the Conflict of Interest Agreement, the Acknowledgement of At-Will Employment, and our Arbitration Agreement, which provides that all disputes arising out of your employment must be resolved through binding arbitration. We encourage you to read all these documents carefully, and to seek independent legal counsel if you have any questions about the meaning or scope of these documents.

Snap Inc. is a dynamic and iterative company and as such, our programs and practices may change from time to time at the Company’s sole discretion. This includes changes to the total rewards package described above. The Company may change your position, duties, and work location from time to time at its discretion. As a Snap Inc. employee, you will be expected to follow Company policies and acknowledge in writing that you have read our Employee Handbook. With the exception of the “employment at-will” policy discussed below, the Company may modify or eliminate its policies at its discretion.

Snap Inc.

Your employment with the Company is at-will. This means you may terminate your employment with the Company at any time and for any reason whatsoever simply by notifying us. Likewise, the Company may terminate your employment at any time or change the terms and conditions of your employment, with or without cause or notice. By signing below, you agree to the at-will nature of your employment and acknowledge that this paragraph describing the at-will nature of your employment supersedes any other agreements or promises made to you by anyone, whether written or oral. Your employment at-will status can be modified only in a written agreement signed by an officer of Snap Inc. Nothing in this offer for a temporary, fixed-term position modifies the at-will nature of your employment. You or the Company may terminate your employment at any time and for any reason, with or without cause or notice, prior to your scheduled end date.

If you accept our offer, we would like you to start on the start date stated in the offer summary above with the anticipated end date stated in the offer summary above. This offer is contingent upon a background-check clearance, validation that the information in your resume is true and accurate, reference check, and satisfactory proof of your right to work in the United States. You may therefore wish to wait until after you receive your background check clearance from Snap before giving your current employer notice. Your start date with Snap will be delayed if background check clearance has not been received before then. You agree to assist as needed and complete any documentation at the Company's request to meet these conditions.

If you wish to accept employment at Snap Inc. under the terms described above, please sign and date this offer letter, the enclosed Confidential Information and Inventions Assignment Agreement, Conflict of Interest Agreement, Acknowledgement of At-Will Employment, Export Control Laws Compliance Screening Form, and Arbitration Agreement, and return them all to me by the expiration date stated in the offer summary above.

We're excited to have you join the team.

Sincerely,

VP, Talent & Rewards

Accepted and agreed:



Loc Nguyen

Date: 11/15/2021

Attachment: Confidential Information and Inventions Assignment Agreement
Conflict of Interest Agreement
Acknowledgement of At-Will Employment
Arbitration Agreement
Export Control Laws Compliance Screening Form