

## NEW EMPLOYEE MANDATORY CERTIFICATION

By clicking "Acknowledge" above, I acknowledge that:

1. I have received copies of the Amazon.com Code of Business Conduct and Ethics, the accompanying FAQs ("Code of Conduct") and Insider Trading Guidelines. I understand that the Code of Conduct is on Amazon.com's Intranet and available to me at all times during my employment.
2. I have read, understand and will comply with the Code of Conduct.
3. I have read, understand and will comply with the Standards of Conduct.
4. I agree to notify the Legal Department immediately should I become aware of any violations of the Code of Conduct.
5. I agree to contact the Legal Department or the Amazon.com Ethics Line immediately in the event I have reason to believe (from either my own observations or complaints raised by others) that fraud or improper conduct regarding accounting, auditing or internal controls over financial reporting has occurred.