



2/21/2017

Sourabh Shashikantha Shenoy
3902 College Main St.
Apt 803
Bryan, TX 77801
US

Dear Sourabh:

On behalf of Amazon Corporate LLC (the "Company"), I am very pleased to offer you the position of 2017 Summer SDE Intern. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Salary

Unless we mutually agree otherwise in writing, you will commence short-term employment on May 9, 2017 ("Start Date"). This position is expected to end on or before July 28, 2017 ("End Date"). Your salary will be \$8,138.00 per month, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

Relocation

For information about your relocation benefits, please review the attached document.

Benefits

You will not be entitled during the term of your employment to vacation, medical, and other employee benefits.

Background Check

This offer is contingent on the successful completion of a background check.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality, Noncompetition and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality, Noncompetition and Invention Assignment Agreement (the "Agreement"). You should know that the Agreement will significantly restrict your future flexibility in many ways. For example, you will be unable to seek or accept certain employment opportunities for a period of 9 months after you leave the Company. Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire March 8, 2017.

Sourabh, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Sara Sparhawk
Recruiting Manager

ACCEPTANCE

I accept employment with Amazon Corporate LLC under the terms set forth in this letter; including the Start Date indicated above.

Signature

Date

Sourabh Shashikantha
Shenoy

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