

January 11, 2019

Dear Travis:

I am delighted to confirm our offer of employment at Bloomberg in the Engineering department as a Software Engineer. Assuming the required documentation is completed, we look forward to welcoming you on June 24, 2019 as you embark on a career at Bloomberg.

You are joining a thriving enterprise of 19,000 colleagues in 192 locations around the world. Together, we give our customers a critical edge by delivering data, news, and analytics that provide unmatched visibility into global and local markets and the world of business. Our engineering team builds products that drive the success of our company. We look forward to providing you a work experience that is personally and professionally rewarding, with nonstop challenges and limitless opportunities.

Bloomberg offers comprehensive benefits and a competitive compensation package that includes base salary and an incentive program that rewards individual and Company performance.

Salary: Your annual salary of USD 135,000, less applicable payroll deductions, is payable on a Semi-Monthly basis. Your weekly salary will compensate you for all hours worked in a work week whether you work more than or less than 40 hours in that week, subject to the Company's sick day and leave policies. Your position is classified as exempt from the overtime requirements of applicable state and federal laws.

Cash Bonus: For 2019, you will be eligible to receive a discretionary cash bonus with an annualized target value of USD 15,000. Based on your start date, however, this annualized amount will be prorated to USD 7,500. This discretionary bonus will be paid to you on or about the February 2020 payroll date, provided that as of that date you remain a Bloomberg employee and you have not been given notice of the termination of your employment or resigned (or given notice of your intention to resign). The amount you ultimately receive against the target will be determined by both individual and Company performance and can be more or less than target. In February 2020, however, you are guaranteed to receive at least 80% of the target cash bonus, or USD 6,000, less applicable payroll deductions, provided that on the date the payment is to be made you remain a Bloomberg employee and you have not been given notice of the termination of your employment or resigned (or given notice of your intention to resign).

The bonus numbers outlined above are based on your commencing employment on the agreed start date. Any change to your start date may result in your bonus being further prorated. After Performance Year 2019, you will no longer be eligible for any guaranteed bonus amounts. You will, however, be eligible to participate in any bonus or incentive compensation programs that are in effect at that time, and your target bonus may be adjusted accordingly. Bloomberg may, of course, implement a new bonus or incentive compensation program or alter or replace programs at any time.

Sign-On Bonus: You will also qualify for a one-time advance of a sign-on bonus of \$15,000, less applicable payroll deductions. This sign-on will be earned by you on the 24 month anniversary of your start date. However, it will be advanced to you in the first available payroll date following your start date. You must remain in the employment of Bloomberg until the 24 month anniversary of your start date in order to retain this bonus. In the event that your employment terminates for any reason prior to the time the sign-on bonus is earned on the 24 month anniversary of your start date, you agree to promptly repay 1/[24th] of the USD \$15,000 advanced to you by Bloomberg for each month remaining in the 24 month period from your start date.

You also authorize Bloomberg to withhold a prorated portion of the advance amount from your final pay check and from other monies owed to you at the time of your departure from Bloomberg, as permitted by applicable law. You understand and agree that should you fail to repay the pro-rated balance of the sign-on bonus advanced to you prior to the effective date of your termination of employment from Bloomberg, such amount exceeds your final pay check and other monies owed to you, and you do not agree to a repayment plan with Bloomberg, you shall be responsible for any court and attorney's fees Bloomberg shall incur in the course of any court action against you to seek reimbursement of the sign-on bonus advanced to you.



Benefits: Bloomberg provides its employees with one of the most comprehensive and generous benefits plans available, including a 401(k) plan with company match as well as medical, prescription, dental, vision and wellness benefits. Health benefits become effective on your first day of employment. If you have any questions, please feel free to contact Human Resources at 212-617-0564.

Terms of the Offer: Please print and sign a copy of your offer letter and return it to your HR contact. The signed copy will serve as your acceptance of our offer and should be received on or before February 1, 2019. If we do not receive your letter by this date, we will assume you are not accepting our offer, which will be deemed withdrawn.

Please be advised that our employment relationship is “at will”, meaning that it is for no definite period of time and may be terminated by either you or Bloomberg at any time, for any or no reason. This offer does not entitle you to any particular position at Bloomberg, and your job functions and duties may change from time to time.

In addition, this offer, and employment at Bloomberg, is contingent on: Bloomberg's receipt of a signed Confidentiality Agreement (which is included in your offer packet); Bloomberg's receipt of a signed employee acknowledgement form for the Global Resource and Information Core Guide (which is included in your offer packet); your certification (set forth below), and acceptable results of a reference check and background investigation (authorized when you sign the *Fair Credit Reporting Act Consumer Disclosure and General Authorization Statement* located on our background check company's website). Closer to your start date, you will receive an email from Bloomberg's background check company, Sterling Info Systems, with a password and instructions for completing an application. Please submit your application to Sterling Info Systems within 5 days of receiving this message. Completion of the background check is mandatory and you will not be able to start work until it is completed.

Employment at Bloomberg is contingent upon your ability, in conjunction with Bloomberg, where applicable, to successfully secure continuous work authorization in the United States. You will not be able to begin working for Bloomberg until your authorization for employment has been approved or the appropriate documentation has been issued. Bloomberg does not control the approval or denial of visas (or other employment authorization) and, therefore, cannot guarantee the approval or issuance of appropriate work authorization, but we will do our best to assist you with the process once you have accepted our offer of employment. In this regard, you should be advised that if you accept this offer of employment and subsequently revoke your acceptance prior to your start date, you may be required to repay to Bloomberg any non-immigrant visa processing fees or other fees incurred by Bloomberg to secure your work authorization in the United States. In addition, you should be advised that in the event Bloomberg is unable, for any reason, to provide sponsorship in support of your visa petition, including the unavailability of a visa or your inability to meet visa requirements, or if Bloomberg is unable to obtain required export control licenses, Bloomberg may retract its offer of employment to you.

Upon acceptance of this offer, you will also receive a separate e-mail (to the address listed in your job application) from the Bloomberg I-9 Service Center requesting that you complete an Employment Eligibility Verification Form (I-9 Form). You must complete section one (1) of this form on-line before your first day of work. You must also present your original proof of employment eligibility and identity (per the instructions included in the on-line form) by the third business day following your start date. If you are unable to complete the I-9 process by this date, you will not be able to continue to work for Bloomberg.

Please be aware that additional information may be added to this offer as addendums.



New Hire Orientation

On your first day, you will participate in our orientation program along with other new hires from around the U.S. We will use this time to tell you more about the Company and our culture, and provide an introduction to the Bloomberg terminal and key terminal functionality. Our goal is to make your transition as smooth as possible. You will receive more detailed instructions on which office location and what time to report for your first day the week prior to June 24, 2019.

Again, congratulations. We look forward to working with you.

Sincerely,

Suzanne Walther
Global Head of Talent & Recruitment

Travis Ryan

Date

Please Sign As Acceptance of Our Offer of Employment



Initial Here

I certify that I am not bound by a confidentiality or non-compete agreement, or any other contractual restriction that would prevent me from working for Bloomberg. (If you cannot affirmatively certify this provision, please contact Human Resources.) I also certify that I will adhere to and abide by all company policies as a condition of my employment.



Notice and Acknowledgement of Pay Rate and Pay Day

1. Employer Information
Name: Bloomberg L.P.
Doing Business As (DBA) Name(s): N/A
Physical Address: 731 Lexington Avenue, New York, NY 10022
Mailing Address: Same
Phone: 212-318-2000
2. Workers' Compensation
Insurance Carrier's Name: Arch Indemnity Insurance Company
Address: 300 Plaza III, Jersey City, NJ 07311-1107
Phone: 201-743-3903
3. Employee's regular rate of pay: USD 135,000 per year
4. Regular Payday: Semi-Monthly on the 15th and last business day of the month

I acknowledge that I understand that my fixed base weekly pay is compensation for all the hours worked in a week. I acknowledge that Bloomberg will pay me this fixed base salary for each week that I work, whether I work more than or less than 40 hours that week, subject to the Company's sick day and leave policies.

I acknowledge receipt of this notice of my pay rate and designated pay day:

Travis Ryan

Date



ENGINEERING NEW HIRE RELOCATION AGREEMENT

I hereby acknowledge that Bloomberg L.P. ("Bloomberg") has offered me employment at its New York office in its Engineering Department, and agrees to advance me, for my benefit and in consideration for my continued employment for a period of at least two years, reasonable relocation expenses as follows:

- A stipend of USD \$10,000, **minus applicable payroll deductions**, for expenses related to my relocation, which will be advanced to me by Bloomberg in the first regularly scheduled payroll cycle following my start date.
- Temporary housing accommodations in New York for a maximum of seven (7) days immediately after relocation. Bloomberg to coordinate this service.

I understand and agree that if I remain employed for at least two years from my start date, Bloomberg will forgive the stipend that is advanced to me and I will not be required to repay such stipend to Bloomberg. This Agreement does not in any way affect the ability of Bloomberg or me to terminate the employment relationship at any time, with or without cause.

I understand and agree that in the event that I resign prior to two years of employment at Bloomberg, I am contractually obligated to repay 1/24th of the applicable stipend advanced to me by Bloomberg for each month remaining in the two-year period.

If I resign prior to two full years of employment at Bloomberg, I authorize Bloomberg to withhold a prorated portion of the advanced stipend amount from my final pay check and from other monies owed to me at the time of my departure from Bloomberg.

If I resign prior to two full years of employment at Bloomberg, I further understand and agree that should I fail to repay the stipend advanced to me prior to the effective date of my resignation, such expenses exceed my final pay check and monies owed to me, and I do not agree to a repayment plan with Bloomberg, I shall be responsible for any court and attorney's fees Bloomberg shall incur in the course of court action against me to seek reimbursement of the stipend advanced to me.

I also understand that some expenses related to my relocation may be tax deductible and that Bloomberg has recommended that I keep my receipts safely for the preparation of my tax return. For tax advice including advice on which items may be tax deductible, I should refer to a tax specialist and/ or review <http://www.irs.gov/pub/irs-pdf/p521.pdf>.

By signing below, I indicate that I have carefully read and understood the terms of this Agreement, which is the complete agreement between Bloomberg and me regarding my relocation, that I enter into this Agreement knowingly, voluntarily and of my own free will, that I understand its terms and significance and that I intend to abide by its provisions without exception.

Name: Travis Ryan

Signature: _____

Date: _____

Human Resources

Suzanne Walther