



Apr 11, 2018

Ismail Obaid
10504 Lyman Ave
Chicago Ridge, IL 98052
USA

Hi Ismail,

At EA, we exist to inspire the world to play. I'm thrilled to invite you to be part of a global team of pioneers who create amazing experiences every day for over 300 million people around the world. In this environment, you'll be encouraged to experiment, create and push the boundaries of our industry. You will be surrounded by passionate people just like you who are pursuing what they love.

EA is a place where you will learn, develop and do some of the best work of your career. We are incredibly excited for what our future holds at EA and for you to be a part of it.

In this letter, you'll find the terms of your offer as well as few forms we'd like you to review and sign. If you have any questions at all, please reach out to Shannon Schlothauer at sschlothauer@ea.com.

We hope that you will decide to connect your future to ours so we can inspire, dream and play together.

Sincerely,

A blue ink signature of Mala Singh.

Mala Singh
Chief People Officer
Electronic Arts



Offer Summary

- Position: Software Engineer
- Hiring Manager: Anthony Cummings
- Location: Austin, TX
- Anticipated Start Date: Monday, May 14, 2018
- Time Type: Regular Full Time
- Hourly Rate: \$38.47
- New Hire RSU Award: \$21,000
- Relocation Provided: Yes

For further terms and conditions to this offer, please see the Appendix.

U.S. Benefits

Here are just some of the benefits we offer to help care for you and your loved ones:

Healthcare Coverage	Generous plan design with low employee cost share
Life & AD&D Insurance	2x base salary
Disability Insurance	Benefit of up to 66.67% of pay
401k	50% - 100% match on first 6% of pay contributed, based on company performance
Paid Time Off (PTO)	3 weeks to start, 4 weeks after 2 years
Holidays	14 paid company holidays including shut-down between Christmas and New Year's
New Parent Leave	10 weeks paid time off to bond with baby (following 1 year of service)
Adoption Assistance	Up to \$3,500 per family per adoption
Emergency Back-up Child Care	Up to \$350 per year
Education Assistance	Up to \$5,250 reimbursement per calendar year for approved courses
Fitness Benefit	Onsite fitness center at larger campuses OR up to \$500 fitness subsidy per year at other locations



Games Credit	\$200 per year to purchase EA games (\$100 each for packaged goods and digital products) plus discounts on EA games
Game Console Reimbursement	\$100 towards purchase of X-Box One or Sony PlayStation 4 within first 6 months of hire
Additional Benefits	Various onsite services, employee discount programs and other voluntary benefits

Accepting your offer

If you would like to accept this offer, please sign below and submit all pages of the original offer letter. You'll be given a digital copy of the signed offer letter once you have submitted it back to EA. Please review the Appendix before accepting.

This offer of employment is valid for 3 days from when you receive it. If you have not accepted by this date, we will regretfully assume that you have declined the offer.

Offer Contingencies

This offer is contingent upon you providing us with proof that you have the legal right to work in the United States. This will be handled as part of your new hire orientation process.

We may require a background check to be performed as a condition of this offer, depending on certain factors. Please see Additional Terms and Conditions for more information.

This offer is also contingent upon you signing Electronic Arts' Confidential Information and Inventions Assignment Agreement (CIIAA), a copy of which is attached.



Game On

You will be invited to join new hire orientation, called 'Game On', where you will learn more about life at EA, and from there, your adventure with us begins.

Accepted by:

ELECTRONIC ARTS INC.

Talent Acquisition Representative:

Shannon schlothauer

Shannon schlothauer

Apr 11, 2018

Employee:

Ismail Obaid

Ismail Obaid

Apr 13, 2018

Talent Acquisition Representative:

Sara Conran

Sara Conran

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