



eBay Engineering and Research Center (Shanghai)
亿贝软件工程（上海）有限公司

Confidential
保密

Offer Letter
聘任书

Dear Liu, Weivi,
致： 刘伟艺,

I'm writing to confirm an offer for you to join eBay Engineering and Research Center (Shanghai) Co. Ltd. The following are the key elements of your offer.

我在此确认向您发出此聘任书，邀请您加入亿贝软件工程（上海）有限公司。以下是该聘任书的主要条款。

➤ **TITLE AND POSITION**
职称与职位

You will be employed as the : Software Engineer 1
您将被聘为： Software Engineer 1

➤ **Job Description**
职位描述

You should devote full time, skill and attention to the duties and responsibilities Software Engineer 1.

您应该对您作为 Software Engineer 1 的职责和任务投入充分的时间、技能和关注度。

(a) You will perform all acts, duties and obligations and comply with such orders as may be designated by the Company and which are reasonably consistent with your job title and job description and qualification. The job description and qualification is attached hereto as Appendix I.

您需要履行由公司指派给您的与您职位、职位描述和资格要求相当的行为、职责及义务。具体的职位描述和资格要求请见附件I。

(b) The Company may require you to perform duties or services not only for the Company but also for any associated company where such duties or services are of a similar status to or consistent with your position with the Company.

除了履行本公司要求的职责外，公司可能会要求您为关联公司提供服务，该等服务与您在本公司的职位所要履行的职责是相似的或是一致的。

➤ **Working Hours**
工作时间

Your normal working hours will be from 08:30 am to 05:30 pm, Monday to Friday, with 1 hour break for lunch.

您的正常工作时间是上午 08:30 - 下午 05:30，周一至周五，其间有一小时的午饭时间。

➤ **SALARY**

薪金

- ◆ Your monthly salary for above position will be CNY 21,125 (Before tax). You will be responsible for your personal income tax. Meanwhile, you will be responsible for your own proportion of the social insurance contribution, including but not limited to the contribution to the retirement, unemployment, medical as well as housing fund. The Company will withhold the relevant amount from your gross salary and then pay them to the relevant bureaus on your behalf according to the local governmental regulations.
您担任上述职位的月工资为人民币 21,125（税前）。您需要自行负担个人所得税。同时，您需要负担您应自负部分的社会保险，包括但不限于退休金、失业金、医保金和住房公积金。公司将会按照地方政府规定，从您的工资中扣除相应的部分，为您代为缴付。

- ◆ You will be eligible to participate in the eBay Incentive Plan (eIP) with an annual bonus based on individual achievement as well as eBay Inc.'s performance. Your target bonus for the plan is 10 % of your base salary. The annual bonus period is from January 1 through December 31. To be eligible to receive any eIP bonus, you must be employed on or before the first business day of the fourth quarter and you must be employed on the date the bonus is paid. The payment of any bonus is at eBay Inc.(and/or the Company)'s sole and absolute discretion and subject to the terms and conditions of the eIP. eBay Inc.(and/or the Company) reserve(s) the right to amend, change or cancel the plan at its sole discretion. You are personally liable for the individual income tax related to the bonus based on the eIP and the Company withholds and remits such tax for you.
您将有资格参与eBay激励计划（eIP），该激励计划是指每年根据个人的表现及eBay Inc.的绩效作为标准来计算出您个人的一个奖金。根据您的基本工资，您在该计划中的目标奖金比例是 10 %。该等奖金的考核区间是每年的1月1日至12月31日。如果要得到该eIP奖金，您必须在第四季度的第一个工作日或之前受雇于公司，并且在该等奖金发放日当天您必须与公司仍保持雇佣关系。任何奖金的发放完全由eBay Inc.（和/或本公司）自行决定；并且鉴于eIP的条款和条件，eBay Inc.（和/或本公司）全权保留自行修订、改变和取消该激励计划的权利。您将自行负担该等奖金的个人所得税，公司将进行代扣代缴。

- ◆ You will receive a HO Bonus of CNY 30,000 which will be paid in one time. You will receive the HO Bonus together with your salary on July 2022. You are responsible for your personal income tax and other relevant expenses if applicable and the Company will withhold and remit such tax for you. For avoidance of doubt, in the event that your employment ceases for reasons of cause or resignation prior to payment date of the HO Bonus, the unpaid HO Bonus are forfeited.
您将会收到一份HO奖金，金额为人民币30,000。您将在领取2022年7月份工资时领取到该HO奖金。您将自行负担您的个人所得税及其它相关费用，公司将进行代扣代缴。为免疑义，如果您的雇佣关系在您领取该HO奖金之前被终止或您个人提出辞职，则未发放HO奖金将被没收。

➤ **PROBATION PERIOD**

试用期

You will have a 6 months' probation period.

您将会有6个月的试用期。

➤ **CONFIDENTIALITY**

保密

Before entering into an official employment agreement with the Company, you shall keep the existence and the contents of this Offer Letter strict confidential.

在和本公司签订正式雇佣协议以前，您应当严格保密本聘任书的存在及其内容。

➤ **DOCUMENTS & OTHERS**

文本及其它

This Offer Letter is written in bilingual version (both English and Chinese). Once there is any conflict between English terms and Chinese terms, the Chinese terms shall prevail.

本聘任书以中、英文书写。如中、英文条款有冲突的，以中文条款为准。

An official employment agreement will be signed when you are on board. Your employment with the Company shall be governed by both the terms of the employment agreement and this Offer Letter. In the event of a conflict between the employment agreement and this Offer Letter, the terms of the employment agreement shall prevail.

在您报到时，公司将与您签署一份正式的雇佣协议。您与本公司的雇佣关系将受到雇佣协议和本聘任书的共同约束。如果本聘任书与雇佣协议有冲突的地方，以雇佣协议为优先。

The Company will conduct background check and the Company shall have the right to, at its sole discretion, cancel this Offer Letter according to the background check report.

公司将对您进行个人背景调查，且公司有权根据该调查报告自行决定撤销本聘任书。

You shall guarantee that all the information and materials you provided are true and accurate; meanwhile, you shall guarantee that you have terminated or revoked all labor relationship and won't have any labor dispute with any company you had worked for when you sign the employment agreement with the Company. You understand and agree that the Company relies on the information and materials you provided to enter into the employment agreement with you and any misrepresentation will result in the Company entering into the employment agreement against its true intention, which will invalidate the employment agreement from the very beginning. In addition, you shall assure that you will not use any confidential information of your former employer during the service with the Company and you understand and agree that your use of any confidential information of your former employer during the service with the Company constitutes severe violation of the Company's code of conduct, which will result in immediate termination of your employment.

您应当保证您提供的所有信息和材料的真实准确；同时，您应当保证在您和公司签署雇佣协议时，您已经终止或废除了全部劳动关系并且与您之前曾工作过的公司不存在任何劳动争议。您理解并同意，公司依赖您提供的所有信息和材料与您建立雇佣关系，任何错误陈述都将导致公司在违背真实意思的情况下和您建立雇佣关系，将导致该等雇佣协议自始无效。另外，您应当保证您不会在受雇于公司期间使用任何您前雇主的保密信息，并且您理解并同意您在受雇于公司期间使用任何您前雇主的保密信息构成严重违反公司行为准则的行为，将导致您的雇佣关系立即终止。

Please indicate your acceptance of the above terms and condition by signing and returning the enclosing copy of this letter to us within days upon your receipt of this Offer Letter. This letter is revocable and the Company may cancel or retrieve this Offer Letter before your written acceptance is formally received by the Company.

如您接受上述条款及条件，请在收到本聘任书之日起 天内，在本聘任书的回执上进行签字并寄回本公司。本聘任书是可撤销的；并且在您的书面签字确认被公司正式收到前，本公司有权撤销或撤回该聘任书。

Yours sincerely,

您真诚的，



Kitty Liu

Recruiting Manager

eBay Engineering and Research Center (Shanghai)

亿贝软件工程（上海）有限公司

Date:

日期: 2021-11-15

Signing of this Offer Letter indicates that you authorize the Company to perform reference check related to your career and educational experience in line with applicable industry standards. The Company reserves the right to revoke this Offer Letter if it considers that the result of the reference check does not meet the requirements or if the Company, in its sole discretion, considers that you are not fit to assume this position.

签署本聘任书代表您授权本公司对您以适用行业标准进行关于您职业经历和教育背景的个人证明材料检查。如该检查结果显示您不符合公司要求或公司认为您无法胜任该职位的，公司保留绝对自由撤销本聘任书的权利。

Please sign below if you would like to accept the offer and please indicate the date when you will be officially on board.

如果您愿意接受本聘任书，请在下面签字并写明您将正式报到的日期。

Accepted by:

接受方:

Name: Liu, Weiyi

姓名: 刘伟艺

On board date:

报到日期:

I hereby understand and agree that the Company can deem my absence on the on board date as my cancellation of the Offer Letter.

我理解并同意公司可以将我在报道日期的缺席视作我对本聘任书的撤销。

Appendix I: Job Description and Qualification

附件I: 职位描述和资格要求

Job Title: Software Engineer 1

Looking for a company that inspires passion, courage and imagination, where you can be part of the team shaping the future of global commerce? Want to shape how millions of people buy, sell, connect, and share around the world? If you're interested in joining a purpose driven community that is dedicated to creating an ambitious and inclusive workplace, join eBay – a company you can be proud to be a part of.

Tasks & Responsibilities:

- Design and implementation of components, applications and services.
- Drive and contribute to build the high availability, scalability and manageability of platform solutions.
- Collaboration in a strong team environment using Java, Python, C and others

Job Requirement:

- Background on engineering, software architecture design, solution implementation and post-implementation support.
- Good knowledge on programming
- Strong passion on open source solution design and development in Java
- Engineering skills: modular design, data structures, algorithms, building tools, testing, and operational aspects.
- Strong communication skills, pragmatic approach to the choice of tools and platforms