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December 20, 2018

CORA ESEDEBE

Hand Delivered

Dear Cora,

In recognition of your outstanding contribution, it is my pleasure to confirm a salary change that takes effect on January 7, 2019.

Effective January 7, 2019, your annual salary will be \$86,496.00.

All other terms and conditions of your employment agreement and/or your employment remain unchanged.

I would like to take this opportunity to personally thank you for your hard work and commitment to the team.

Sincerely,

A handwritten signature in blue ink, appearing to be "Ken Jang".

Ken Jang,
Director, System Platform, Data Communication & Supporting Software