



January 19, 2016

Janna Golden
[via email]

Dear Janna,

MongoDB, Inc. (the "Company") is delighted to confirm our employment offer for the position of Software Engineering Intern. This internship will take place during a 10-week period in the summer of 2016 at our New York, NY location.

As a Software Engineering Intern, you will be compensated at the rate of \$40.00 per hour (\$16,000.00 for the 10-week duration). As a part of your internship, you have the option to choose between MongoDB sponsored housing or a \$6,845.00 stipend (taxable) to be used towards housing for the duration of your internship. Regardless of your housing decision, you will receive a \$655.00 stipend (taxable) to be used towards commuting costs during your internship. For relocation, MongoDB will reimburse up to \$600 for round-trip transportation to and from your internship location.

If you accept this offer of employment, our relationship is "employment-at-will." That means you are free, at any time, for any reason, to end your employment with the company and that the company may do the same. Our agreement regarding employment-at-will may not be changed, except specifically in writing signed by the CEO of the company and you.

Our offer of employment is contingent on the following:

- You will be required to provide to the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three (3) business days of your start date.
- Your returning a signed copy of this offer letter before your first day of work.
- Your acknowledgement of and agreement to all of the Company's policies in effect during your employment with Company, including, but not limited to, the policies found in the MongoDB Employee Handbook and the Company's standard Employee Invention Assignment, Confidentiality and Arbitration Agreement.

We are very excited about you joining the MongoDB team and believe you will make critical contributions to the Company this summer.

Sincerely,

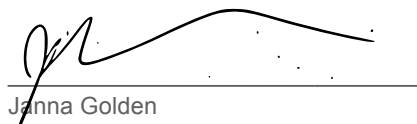

Kirsten Rowland (Jan 19, 2016)

Kirsten Rowland
Director, Human Resources

Jan 19, 2016

Date

I hereby acknowledge my acceptance of employment with MongoDB pursuant to the terms and conditions contained in this letter.


Janna Golden

February 2, 2016

Date