



October 30th, 2018

Kirin Bettadapur
Kirinbetta97@gmail.com

Re: Offer of Employment

Dear Kirin:

I am pleased to offer you a position with DocuSign, Inc. (the “**Company**”) as Software Engineer, Signing based in our Seattle office, reporting to KC Vootkuri, with an expected commencement date of February 4th, 2019 (“Start Date”). You will receive a bi-weekly salary of \$4,211.54 (\$109,500.00 annualized), less applicable taxes and deductions, which will be paid in accordance with the Company’s normal payroll procedures. In addition, you will be eligible for a target bonus equal to 5% of your eligible compensation, subject to the terms and conditions of the Company Incentive Plan (“CIP”) in effect for each applicable fiscal year. The CIP plan document contains important information including eligibility, pro-ration for employees on a leave of absence or hired mid-year, and the measures used to track Company’s achievement of targets for the plan year as established by management. If your employment starts December 1st or later of a specific fiscal year, your first eligibility to participate in the CIP will not be until the following fiscal year.

To assist with your relocation, DocuSign will provide you a one-time Relocation Bonus of \$5,000.00 (gross), under a nonaccountable plan which will be paid within the first 60 days after your start date. If you voluntarily terminate your employment with DocuSign within the first twelve (12) months of employment, by signing below, you agree to reimburse DocuSign the \$5,000.00 in relocation.

Subject to approval of the Board of Directors of the Company, or a committee appointed by the Board, you will be eligible to receive an award of restricted stock units (“RSUs”) representing the right to acquire shares of Common Stock of DocuSign, Inc. with a target value of \$50,000.00. The number of RSUs you receive will generally be determined by dividing the target value by the average closing stock price over a period of 10 trading days immediately prior to the Vesting Commencement Date. The Vesting Commencement Date will typically be the first 10th day of a month following your Start Date. Such RSUs will be subject to the terms and conditions of: (a) the Company’s equity incentive program in effect at the time of grant (the “Plan”), (b) an RSU Agreement, as applicable, in the form approved by the Board or a committee of the Board, and (c) applicable law. The RSUs will be subject to service-based requirements as set forth in the RSU Agreement. For a general summary of the vesting terms, please see Attachment A hereto.

As a Company employee, you will also be eligible to receive certain employee benefits including PTO, healthcare, dental coverage, and a 401(k) plan. You should note that the Company may modify salaries and benefits from time to time as it deems necessary. You should be aware that your employment with the Company is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason.

Similarly, the Company is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. The Company reserves the right to conduct background investigations and/or reference



checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any. Please note your Start Date is subject to change if your background check has not been completed by Monday of the week prior to your Start Date.

For purposes of federal immigration law, 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 date of hire, or our employment relationship with you may be terminated. If you require work authorization to lawfully work in the U.S., this must be obtained prior to your State Date and your Start Date is subject to change if proof of such authorization is not obtained by the Company by Monday of the week prior to your Start Date.

You agree that, during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company.

As a Company employee, you will be expected to abide by company rules and regulations. You will be specifically required to sign an acknowledgment that you have read and understand the company rules of conduct which are included in the employee handbook which you will receive on your first day of employment. You will be expected to sign and comply with an Employment Confidential Information, Invention Assignment, Non-Competition and Arbitration Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Company and non-disclosure of proprietary information. The Agreement also provides that in the event of any dispute or claim relating to or arising out of our working relationship, you and the Company agree that all such disputes shall be resolved by binding arbitration.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below by October 31st, 2018. This letter, along with the agreement relating to proprietary rights between you and the Company, set forth the terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by an officer of the Company and by you.

We look forward to working with you at DocuSign, Inc.

Sincerely,

DOCUSIGN, INC.

A handwritten signature in black ink that reads "Joan Burke".

Joan Burke, Chief People Officer



ACCEPTED AND AGREED:

Kirin

Bettadapur

Legal First Name

Legal Last Name

Kirin

Bettadapur

Preferred First Name

Preferred Last Name

(For all accounts)

DocuSigned by:
Kirin Bettadapur

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Signature

October 30, 2018

Date