

All benefits are subject to change based on company policies.

It is important to understand that if this assignment is terminated by you or Microsoft at any time, a minimum of eight weeks' notice must be given by either party.

Please sign the copy of this acceptance letter and return it in the enclosed envelope. You may keep the original of this letter for your records.

HASAN DENER, I believe you will make a substantial impact upon the future direction and success of our company in Turkey, and we look forward to having you on our team. Should you have any questions, we will be happy to assist.

Sincerely,

Levent Ozbilgin
Microsoft Turkey

I have fully read and accept the terms mentioned in this offer letter.

HASAN DENER



Creating an environment where great people can do their best work