



13th April 2021

Dear **HASAN DENER**,

Due to extraordinary circumstances, and regarding the offer that you have already accepted in **Dublin, Ireland** Microsoft has agreed to temporarily allow you to work locally in **Istanbul, Turkey** as an employee of **Microsoft Turkey** for the position of **Software Engineer** reporting to **Neil Richardson**, Your Effective start date will be **17th of May 2021** We invite you to join us in living our mission to empower every person and organization on the planet to achieve more.

According to the role you have accepted in **Dublin, Ireland**, which may include relocation assistance, once extraordinary circumstances have subsided, Microsoft will provide notice to you of the need to initiate relocation to **Dublin, Ireland**. You will have 30 days to re-initiate the relocation process once you receive notice from Microsoft.

As noted in your original offer letter, notwithstanding this temporary arrangement for you to work remotely from **Turkey** your offer of employment is contingent on your ability to verify work authorization in **Dublin, Ireland**, Microsoft will provide and pay for the cost of legal counsel in applying for your authorization to work in the **Dublin, Ireland** and related nonimmigrant work visa status. Since the role you have accepted is in **Dublin, Ireland** if you are unable to obtain a valid, nonimmigration work visa which authorizes your ability to work in **Dublin, Ireland** Microsoft will terminate your employment.

Your **MS Stock** level will be **61**. Microsoft offers you a **gross salary of USD 95,700- per year, equivalent to USD 7,975- per month** with payments made in Turkish Lira from the Turkish payroll.

You will also be eligible for an annual incentive payment opportunity, namely **C1**

You will also be eligible for an annual bonus, ranging from zero to a maximum of **20%** of your bonus eligible salary during the rewards period based on your performance. Your first eligibility for a bonus will be determined based on your start date and will be reviewed each year per Microsoft eligibility rules.

You will also be eligible to participate in **Microsoft Employee Stock Purchase Plan (ESPP)** up to a maximum 15% of your salary effective in the next 3 month period following your start date.

Transportation: You will be eligible for a company car in line with our local company car policy or the option