### Campus Offer Letter PRIVATE & CONFIDENTIAL

Date: 12-1-2014

Name of the department: E-commerce Web Market Department

**Object: Job Offer**

Dear Mr./Ms. **CHENG Xingyu**

Following our interview meetings,I’m pleased to offer you the position of:

**Web Market Specialist——China E-commerce**

**Your mission:**

1. Develop and deploy online commercial plan, follow up the execution and take quick actions according to data analysis;
2. Promote products and sports online by taking the advantage of various marketing channels and tools;
3. Responsible for the products on [www.decathlon.com.cn](http://www.decathlon.com.cn/) and [decathlon.tmall.com](http://decathlon.tmall.com/) in terms of visual merchandising, lay-out and product page optimization on a continuous basis;
4. Improve customers’ shopping experience and satisfaction by using EDM etc.
5. Manage the product stock and optimize stock rotation;

This job is located in **Shangha**i and will start on **\_2015-1-1\_\_.**

**Salary [permanent contract] :**

1. Monthly : 4500 CNY (12 Months). Bonus:0 –30% calculated on the performance of the economic performance of China Ecommerce team.
2. Gross salary 0% Bonus = 54000 CNY/year, Gross salary with 30% Bonus = 70200 CNY/year
3. Additionally, you will get monthly 300 CNY for Lunch allowance, as well as employee discount of 20% when purchasing in any Decathlon Stores in China.And you will be invited to join Decathlon incentive program after 1 year on board.

If you would agree with above terms and conditions, please sign and return this page to us no later than **\_\_Dec.3\_\_\_**by mail at **\_leon.li@decathlon.com\_**

Yours sincerely

**\_\_Leon LI\_\_**

Decahtlon(Shanghai) Sports Internet Sales Co., Ltd.

I, CHEN Xingyu hereby sign and agree on the above arrangement.