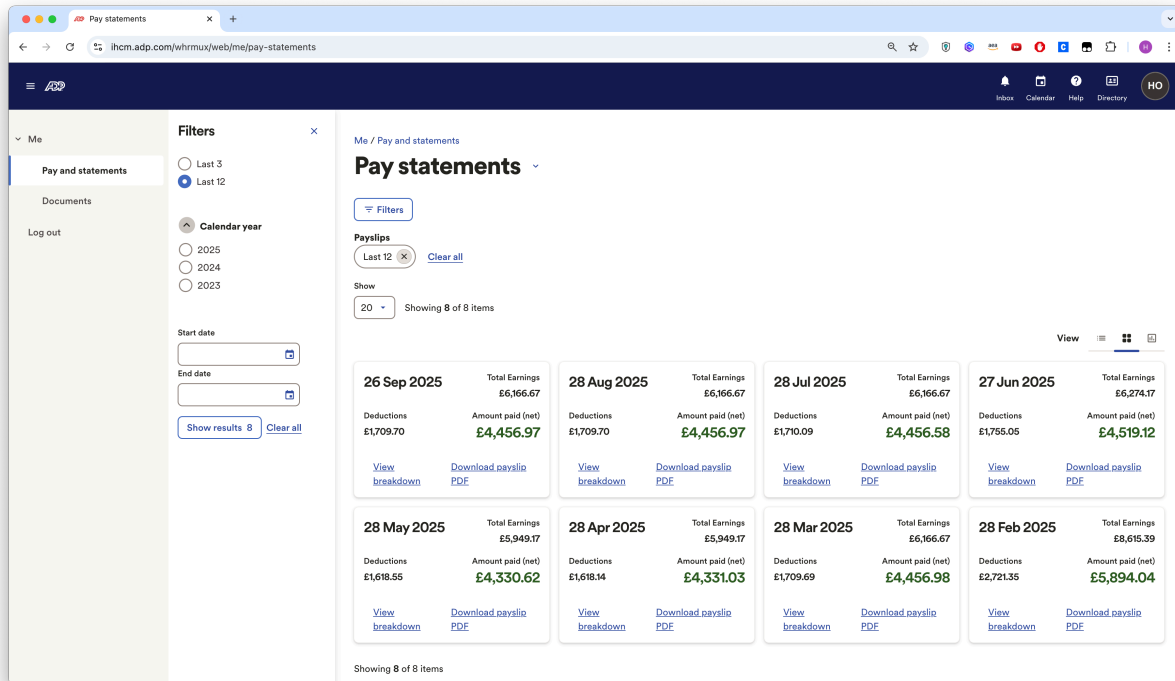


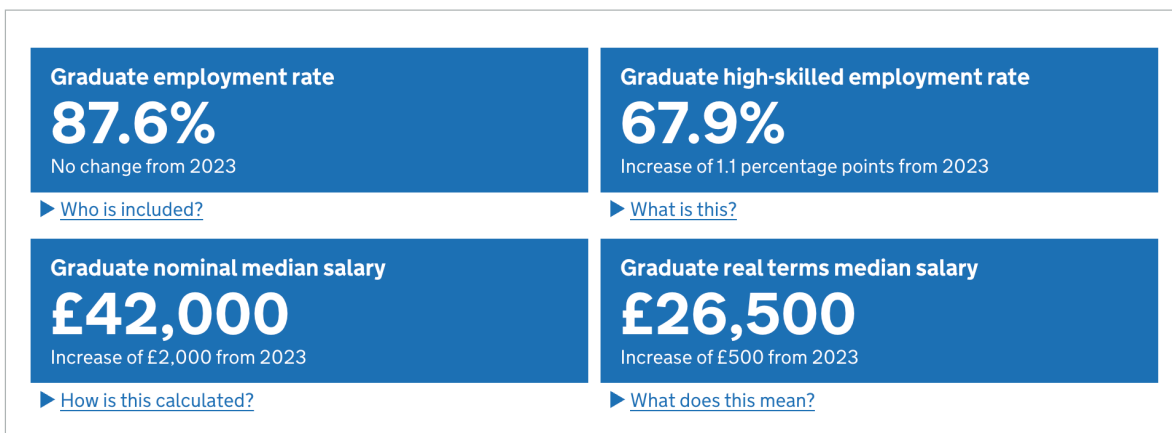
## Mandatory Criteria 2 - Market Value and Compensation

My market value is recognized through compensation significantly above the UK median. My Amazon package totals £85,250/year, which is over 2x the UK graduate median of £42,000 according to UK Graduate Labour Markets 2024. This exceptional compensation demonstrates strong market demand for my AI/ML expertise. Companies are willing to pay premium rates for my skills in RAG systems, LLM agents, and ML engineering.



8 months of payslips averaging over £4,500/month after tax

## Headline facts and figures - 2024



UK graduate median salary: £42,000 (UK Graduate Labour Markets 2024), my compensation is 2x this baseline



30/12/2024

Hakancan Ozturk  
105 Oswald  
London, Greater London SW11 8PJ  
United Kingdom

Dear Hakancan:

On behalf of Amazon Development Centre (London) Limited (the "Company"), I am very pleased to offer you the position of Software Dev Engineer in London. This letter clarifies and confirms the terms of your offer with the Company.

#### **Start Date and Salary**

Start dates differ by location and job. For your position the start date is 27 January 2025. Your base salary will be 58,000.00 GBP Annual - A, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

#### **Signing Payment**

In appreciation of your decision to join us, you will be eligible for a sign-on payment of 16,000.00 GBP. This sign-on payment will be advanced to you in 12 installment(s). If your sign-on payment is in one installment, you will receive it along with your first paycheck. If it is in 12 installments, it will be paid monthly along with your base salary. If you are employed with the Company after the one-year anniversary of your Start Date, you will be eligible for a second sign-on payment of 13,000.00 GBP. This sign-on payment will be issued in prorated pay period installments as you complete your second year of employment with the Company.

#### **Benefits**

Please refer to the enclosed document for more information. We reserve the right to change the terms and conditions of these benefits and their related Amazon policies, and to remove or replace them, at our discretion. In any such case, we will provide you with appropriate advance notice.

#### **Preemployment Screening**

Depending on the country you will be starting, your offer may be contingent on the successful completion of a background check. More information will be provided during the onboarding process.

*Amazon offer letter: £74,000 base salary*



30/12/2024

Hakancan Ozturk  
105 Oswald  
London, Greater London SW11 8PJ  
UNITED KINGDOM

We are very pleased that you are considering an offer of employment with our affiliate, Amazon Development Centre (London) Limited.

You should be aware that if you accept employment with our affiliate, you will be eligible, subject to approval by the Board of Directors of Amazon.com, Inc., to be granted a restricted stock unit award with respect to shares of Amazon.com, Inc. common stock valued at £45,000.00. The number of restricted stock units in your award will be calculated based on the 30-trading-day trailing average closing price of the common stock as of the first Friday preceding (or concurrent with) the 15th day of the month prior to the month in which you start employment. This award will vest and convert into shares of common stock over four years, as follows, subject to your continued employment with the Company:

- 5% on the 15th day of the month in which you reach your first anniversary of employment,
- An additional 15% on the 15th day of the month in which you reach your second anniversary of employment, and
- An additional 20% every six months thereafter, until fully vested

This award would be evidenced by, and subject to the terms and conditions of, a Restricted Stock Unit Award Agreement between you and Amazon.com, Inc.

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P.O. Box 81226 | Seattle, WA 98108-1226 | United States of America

*Amazon RSU grant: £45,000 over 4 years (£11,250/year)*

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**References:**

- Amazon Prime Video: <https://www.primevideo.com/>
- UK Graduate Labour Markets 2024: <https://explore-education-statistics.service.gov.uk/find-statistics/graduate-labour-markets/2024>