



## Sign-on Bonus

### Repayment Requirement

In the event that your employment ceases for reasons of voluntary termination or Cause (as defined below) prior to one year from the date of hire, your repayment obligation of the employment bonus will be reduced by 1/12 for every full month of employment over the course of the year. For example, if you were hired on 1/1/17 and your employment terminates before 2/1/17, 100% of your employment bonus must be refunded to PayPal. If you were hired on 1/1/17 and your employment terminates between 2/1/17 and 2/28/17, you must repay PayPal 91.67% (or 11/12ths) of the employment bonus.

For the purposes of this letter, Cause, as used herein, shall mean (I) indictment or conviction of any felony or any crime involving dishonesty or moral turpitude; (II) participation in any fraud against the Company; (III) gross misconduct; (IV) Board demonstrates unfitness to serve; (V) willful and material breach of your duties to the Company (other than as a result of death, disability or action of the Company); or (VI) death or disability (for the purposes of this letter, disability shall mean that you are unable to regularly perform your duties for twelve weeks in any twelve month period).

Accepted:

A handwritten signature in black ink, appearing to read 'Huynh Phi Long', written over a horizontal line.

**Name** Huynh Phi Long

**Date:** 13 Dec 2016