



**FXCM**  
**LISTED**  
**NYSE**

Forex Capital Markets, LLC  
55 Water Street, 50th Floor  
New York, NY 10041 USA  
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E-mail: [admin@fxcm.com](mailto:admin@fxcm.com)  
[www.fxcm.com](http://www.fxcm.com)

February 13, 2015

PRIVATE & CONFIDENTIAL

Iva Jurkovic  
182 West Lake Street  
Chicago, IL 60601

Dear Iva,

Congratulations! We are pleased to offer you the position of Compliance Associate with Forex Capital Markets LLC ("FXCM"). Since you are a current employee, your start date would be agreed upon once you have accepted the offer and made arrangements to relocate to New York.

The purpose of this letter is to formally document the terms of joining FXCM.

The Principle Features of the offer are as follows:

**Reports to:** Sebastian Oh, Vice President, Compliance

**Compensation:** You will be paid a gross base salary of \$55,000 per annum, payable in accordance with Company payroll procedures.

- Your position is considered a non-exempt position for purposes of federal wage-hour law, which means that you will be eligible for overtime pay for hours worked in excess of (8) in a work day or (40) in a workweek.
- Bonus will be discretionary. You must be actively employed and in good standing on the date of payment to be eligible for and to receive any bonus.

**Paid Time Off:** You will be entitled to 10 vacation days, 5 personal days and 6 sick days, prorated during your first year.

**Benefits:** Your benefits will transition from V3 to FXCM benefits as of your date of hire. These plans may include retirement savings, medical, life and other insurance programs. FXCM reserves the right to change, modify, cancel or amend any such policies or plans. Please review the enclosed Total Rewards package for more information.



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### **"At-Will" Employment**

Your employment with the Company will be "at-will," which means that you may leave the Company, or the Company may require you to leave its employ, for any reason, or no reason, at any time, except as otherwise provided by law.

### **Company Handbook**

As a condition of our offer of employment, as well as your continued employment by the Company, you must read, understand and abide by the Company's policies as outlined in the Employee Handbook. You must also complete any training that the Company determines is appropriate for your position during the course of your employment.

### **Pre-employment Requirements**

Please note that this offer of employment and your continued employment by the Company are contingent upon the satisfactory completion of reference and background checks, drug testing, and the submission of proper authorization to work in the United States. We participate in the E-verify program, which verifies your work authorization through the U.S. Department of Homeland Security and Social Security Administration upon your start date. We encourage you to perform an online "Self Check" (<http://www.uscis.gov/self-check>) and resolve any issues prior to your start date.

### **Other Terms**

In accepting our offer of employment, you are representing that you are not a party to any employment related restrictive covenants in connection with your current or former employment, including, but not limited to non-competition and/or non-solicitation of employees or business (clients or prospects). You further represent that you are not subject to any agreement with any current or former employer which may in any way restrict your ability to perform your duties as an employee of FXCM. Notwithstanding the foregoing, should you be subject to any employment related restrictive covenants through a current or former employer, you hereby acknowledge and agree that FXCM accepts no liability in connection with said former employer seeking to enforce the terms of such restrictive covenants and FXCM shall bear no duty or be obligated to expend any resources, financial or otherwise, in defending the enforcement of said restrictive covenant. If, however, FXCM is subjected to litigation, threats for suit or any exposed to any liability or risk as a result of said restrictive covenants, FXCM reserves the right to terminate your employment at any time "without cause" or further obligation to you. Finally, this offer letter requires your execution of the enclosed Employee Proprietary Information, Inventions, Confidentiality, Non-solicitation and Non-competition Agreement. You agree that the benefits provided in this offer letter, as well as your continued employment at FXCM, constitutes sufficient consideration for your execution of the enclosed Employee Proprietary Information, Inventions, Confidentiality, Non-solicitation and Non-competition Agreement.



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Kindly indicate your understanding and acceptance of our offer by signing below and returning a copy to Human Resources (Email: [abailey@fxcm.com](mailto:abailey@fxcm.com); Fax: 646-432-2959). Please also complete and return the enclosed documents along with your signed offer letter. This offer will remain in effect for one week from the date of this letter.

We look forward to you joining our team and hope you will find your employment with FXCM to be a rewarding experience. If you have any questions, please contact me at (972) 535-9063.

Sincerely,

Erin Kaiser  
Human Resources Manager  
Forex Capital Markets  
Parkway Plaza IV  
2701 Dallas Parkway, Suite 600  
Plano, Texas 75093

I have reviewed and agree to the terms of the employment set forth above.

Signature: \_\_\_\_\_

Iva Jurkovic

Date: \_\_\_\_\_

02/18/2015