

Mandatory fields are marked with a red indicator.

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951 SanDisk Drive
Milpitas, CA 95035

+1 17386

December 19, 2017

Ibrahim Rupawala
1001 S Main St Apt M307
Milpitas, California 95035

Dear Ibrahim,

It is with great pleasure that we at Western Digital extend this offer of employment to you. Your position will be Senior Engineer, R&D Engineering, reporting to Hoon Cho in the SNDK Advanced Memory DEV Eng department. This position is exempt and will pay an annual base salary of 105,000.00 US Dollar (USD). This offer is contingent upon successful completion of all pre-employment criteria as outlined on Western Digital's Application for Employment, which you previously signed.

You will be eligible to participate in Western Digital's Short-Term Incentive (STI) Plan. The fiscal year runs from July through June and is divided into two, six-month Performance Periods. Your start date must be at least 31 days prior to the end of the current Period to be eligible to participate. Payouts may be prorated based on your start date. Funding will be based on corporate business results. Your participation will be based on your individual accomplishments and is contingent upon approval by the CEO. Your individual target bonus is 10% of your eligible earnings for each performance period.

Contingent upon approval by the Compensation Committee of the Board of Directors, we will recommend a grant of 119 restricted stock units, subject to Western Digital's Standard Terms and Conditions for Stock Unit Awards. These restricted stock units are to be settled in shares of Western Digital common stock at the time of vesting. Vesting will occur in substantially equal, annual installments on each of the next four (4) anniversaries of the date of grant. Please note that vesting will cease upon termination of your service with the company.

You will receive a sign-on bonus of 15,000.00 US Dollar (USD), payable within three weeks of your start date and considered taxable income to you. If you voluntarily terminate prior to the completion of one (1) full year of employment at Western Digital, this bonus shall be repaid to the company.

As a condition of employment, immediately upon hire you will be required to sign an Employee Inventions and Confidentiality Agreement governing inventions, proprietary information and such other subject matter, which the company considers vital to protect its operation. Please also be advised that the company respects the confidential information and trade secrets of others and endeavors to comply with all laws regarding the use and protection of trade secret information. The company takes its obligations in this respect very seriously and expects the same from its employees. As you prepare to terminate your current employment, please ensure that all documents and property belonging to your employer are returned. This includes documents you may have prepared in the course of your employment and documents that may be in your home, on your home computer or in your car. The company does not want access to any confidential information belonging to your former employer and specifically directs you not to take this information with you or bring onto company premises. You are prohibited from using trade secret or confidential information or property of any previous employer or other person in connection with carrying out your job duties at Western Digital.

You are employed by the company on an at-will basis. This means that either you or the company may terminate the employment relationship at any time, for any reason, with or without cause. The at-will nature of your employment with the company can only be changed by an agreement in writing signed by you and the senior vice president of Human Resources. Furthermore, by accepting employment with the company, you warrant that you are not bound by the terms of an employment agreement with a third party that would preclude or limit your right to work for the company. You agree to provide the company with a copy of any and all agreements with a third party that contain any restrictions or obligations that conflict with, or are inconsistent with, the performance of your duties for the company.

As an exempt employee you will not accrue vacation hours, but will coordinate your time off requests with your manager around the needs of the business. You will also receive a paid sick leave bank in accordance with the Healthy Workplace Healthy Family Act of 2014, and other applicable sick leave laws. You will be eligible on your first day of employment for our benefits plan, which allows you to choose the coverage that fits your needs. You will also be eligible to join the Western Digital Savings 401(k) Plan immediately. You will receive a complete benefits summary during your orientation on your first day of employment.

Your first day of employment is to be determined. On your first day, new hire orientation will begin at 8:30 a.m. at 951 SanDisk Drive, Milpitas, CA 95035. Please plan to arrive by 8:15 a.m. to enable a prompt start. At that time you will be required to provide authentic documents that establish your identity and employment eligibility. Please refer to the List of Acceptable Documents provided.

If there are any questions of which I may be of assistance, please let me know.

Sincerely,

George L. Clarke
WDC Talent Acquisition

Offer Letter Attachments

✱

Please confirm your offer response.

Accept the offer

Comments

✱

Please enter your **system password** as your electronic signature.
