

## Compensation Summary

**Personal and Confidential**

**Employee Name:** Ibrahim Rupawala  
**Employee ID:** 1000249643  
**Effective Date:** 9/1/2018

**Job Details**

<b>Job Title:</b>	Senior Engineer, R&D Engineering
<b>Track:</b>	Professional
<b>Level:</b>	106

**FY2019 Target Total Cash Compensation<sup>1</sup>**

USD	Current	New	Change
<b>Annual Base Salary:</b>	105,000	105,000	0.00%
<b>STI Target Percent:</b>	10.00%	10.00%	0.00%
<b>STI Target Amount:</b>	10,500	10,500	0.00%
<b>Target Total Cash Compensation<sup>2</sup>:</b>	115,500	115,500	0.00%

<sup>[1]</sup> The table above reflects a 12 month base salary as the baseline for target incentive calculations. Eligible earnings will be utilized for actual payout calculations.

<sup>[2]</sup> Target Total Cash Compensation excludes allowances and additional bonus for countries, where these are paid.

**FY2018 STI Award**

USD	STI Award Amount <sup>3</sup>	STI as % of Funding	
<b>1st Half FY18:</b>	0	0%	
<b>2nd Half FY18:</b>	2,968	70%	

<sup>[3]</sup> STI award amounts prior to any applicable deductions

**FY2019 LTI Award**

USD	LTI Award Type	Total LTI Award Amount <sup>4</sup>
<b>Estimated Grant Value</b>	RSU	10,500

<sup>[4]</sup> LTI awards to be granted subject to final approval by the Compensation Committee. The number of shares will be determined based on our closing stock price on the trading day immediately prior to the date of grant. The actual realized value under these awards will vary depending on the stock price upon satisfying applicable vesting schedule. Your shares will vest ratably over four years on the first, second, third and fourth anniversaries of the date of grant.