

Compensation Summary

Personal and Confidential

Employee Name: Bo Lei
Employee ID: 4717
Effective Date: 9/1/2018

Job Details

Job Title:	Director, R&D Engineering
Track:	Management
Level:	110

FY2019 Target Total Cash Compensation¹

USD	Current	New	Change
Annual Base Salary:	170,548	184,192	8.00%
STI Target Percent:	20.00%	30.00%	50.00%
STI Target Amount:	34,110	55,258	62.00%
Target Total Cash Compensation²:	204,658	239,449	17.00%

^[1] 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.

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

FY2018 STI Award

USD	STI Award Amount ³	STI as % of Funding	
1st Half FY18:	28,079	126%	
2nd Half FY18:	20,125	118%	

^[3] STI award amounts prior to any applicable deductions

FY2019 LTI Award

USD	LTI Award Type	Total LTI Award Amount ⁴
Estimated Grant Value	RSU	58,941

^[4] 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.

Personal and Confidential

Employee Name: Bo Lei
Employee ID: 4717
Effective Date: 9/1/2018

Additional Note:

This year, the effective date of ACR has moved from July 1 to September 1. We understand that moving the effective date of ACR may have an effect on you and your family. With this in mind, Western Digital will pay a one-time ACR Adjustment Payout to those receiving an ACR increase by November 1, 2018 (may vary for some countries). You will receive an ACR adjustment payment of 2,274 USD.

For employees eligible for overtime, the ACR Adjustment Payout will also include an approximate average amount of overtime by country in the months of July and August, which will be calculated at a later date and included in the payment.