



04/01/2016

Junwei Zhang  
6 Middle LN, Stony Brook  
NY, NY 11790

Dear Junwei,

eBay Inc. ('eBay Inc.'; or the 'The Company') is pleased to offer you the exempt position of PhD Intern (System Title: Intern Technical PHD), at a bi-weekly salary of \$4,800.00 during your internship. Your bi-weekly salary is based on a work week of approximately 40 hours per week. The Company may adjust your work week and your bi-weekly salary from time to time in its sole discretion. As an intern, you will be eligible for Holiday pay but you will not be eligible for other Company sponsored benefits.

Your immediate supervisor during your internship will be Zeqian Shen, Manager, Software Development 3. Your internship is anticipated to continue for no more than 12 weeks (provided that your engagement remains "at-will" as described below).

The Company will assist with many expenses associated with your relocation from New York, NY to San Jose, CA. Details regarding your relocation and the terms of our assistance will be provided under separate cover by our relocation services provider.

All interns are subject to eBay's Intern Insider Trading Agreement, which outlines the procedures and guidelines governing securities trades by company interns. Attached is a copy of eBay's Intern Insider Trading Agreement. Please review the Agreement carefully, execute the certification and submit it to eBay's human resources department.

Under federal immigration laws, the Company is required to verify an individual's identity and legal authority to work in the United States. Accordingly, please be prepared to furnish appropriate documents satisfying those requirements; this offer is conditioned on submission of satisfactory documentation. Attached is a list of the required documents.

Your internship is "at will" and as such may be terminated at any time, with or without cause, should you or the Company deems such termination necessary or appropriate. The at-will nature of our relationship can only be changed by written agreement signed by eBay's SVP of Human Resources. The terms and conditions of your internship may be adjusted by eBay from time to time in its sole discretion.

All of us at eBay Inc. are very excited about you joining our intern program and look forward to a beneficial and fruitful relationship. However, should any dispute arise with respect to your internship or the termination thereof, we both agree that such dispute shall be conclusively resolved by final, binding and confidential arbitration rather than by a jury court or administrative agency. The Company will bear those expenses unique to arbitration. Please review the enclosed Mutual Arbitration Agreement carefully.

As a condition of your internship, you must complete both the Intern Arbitration Agreement and the enclosed Intern

ACCEPT OR DECLINE OFFER

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Other Reason

\_\_\_\_\_  
Date

A mutually agreeable start date for University hires to be determined by candidate and recruiter three months in advance of beginning employment with eBay Inc.

**eBay Inc. Offer Letter acceptance**