



April 8, 2024

Jerren Saunders

Dear Jerren,

It is with great pleasure that I present you the Gold STAR award for your contributions for going above and beyond the expected. Your hard work and commitment has not gone unnoticed and is greatly appreciated by the management team and the company.

*Gold Individual
Nominated by: Karen Bachman*

Jerren,

Thank you for the perseverance and skill you demonstrated during the Cary site design, planning, construction and move activities. Your initiative, proactive thinking and problem solving resulted in a smooth site bring up. Well, it was smooth from the perspective of the rest of the team because of your efforts!

Your accomplishments and dedication impacted the business by allowing the QNX R&D team to move in by Dec, and freeing the existing space back to the landlord (saving penalty \$\$). You enabled a successful move of the R&D team with very little down time, which was critical to QNX deliveries including [REDACTED] delivery, [REDACTED] and [REDACTED] customer testing during this timeframe.

Thank you!

Karen

Your dedication and contributions are instrumental in ensuring BlackBerry's continued success and growth. You are truly an asset to this company, and we hope that this award reflects our appreciation and gratitude.

On an upcoming pay you will receive your corresponding cash award and record of your award will be loaded under your Performance/ Achievements section in Workday.

Thank you for a job well done, and many congratulations from us all.

Sincerely,

A handwritten signature in blue ink, appearing to read "John Wall".

John Wall
SVP, Head of BlackBerry QNX