



11/10/2022

Mansi Khanna

10 Paul Robeson Boulevard, Apt 7S, New Brunswick, NJ
New Brunswick , New Jersey 08901

Hi Mansi,

Congratulations!

We are excited to extend this offer for you to join our team! Since the company's founding, Fidelity's drive has been to help strengthen and secure our customers' financial well-being, and we value the experience you will bring to help us achieve our goals. This letter, along with the accompanying Employee Agreement covering such matters as confidentiality, non-solicitation and at-will employment, contains our complete offer of employment to you.

We already know you have a lot to offer, and here are a few things that we are able to offer you:

Title: Software Engineer

Location: 245 Summer St, Boston MA

Hiring Manager: Niko Konstantakos

Start Date: 12/27/2022

Compensation

- **Annualized Base Salary:** \$100,000.00
- **Annual Bonus Program:** Beginning in 2023, you are eligible for an annual bonus in the range of 0--15% of your salary based on company funding and individual performance.
- **Chairman's Shares:** You will be awarded 300 Fidelity Chairman's Shares. These shares are effective on January 1, 2023 and are scheduled to expire on December 31, 2024. The Chairman's Shares generate a single payment at the end of the two-year period measured by the cumulative increase in Fidelity NAV earnings. A single payment is anticipated no later than March 15, 2025.
- **Performance and Salary Review:** You are eligible for an annual performance and salary review. Additional details will be provided by your manager.

Benefits

This offer letter gives you an overview of the components of your role and compensation, but it's not just about pay. Please take a few moments to check out our [New Hire Benefits guide](#) to review our benefits offering. You can also visit www.fmrbenefits.com to learn more about our benefit programs including company retirement contributions, medical benefits, paid time off, fitness reimbursement, opportunities to give back and a whole lot more.

Welcome

We will schedule you to attend a Get Started Welcome Meeting on your first day. More details will be sent to you



via email on the Wednesday prior to your start date. Please see the **Other Important Things to Know** section below for additional information about your offer.

We know this is an important moment in your career. Please feel free to reach out to your Talent Acquisition and Hiring Manager contacts at any time to discuss the offer and any questions you have.

Congratulations again. We look forward to the great success you will have in this role!

Sincerely,

A handwritten signature in black ink that reads "Kirsten Kuykendoll". The signature is written in a cursive, flowing style.

Kirsten Kuykendoll
Head of Talent Acquisition

ACCEPTANCE

I acknowledge receipt of this letter and I accept Fidelity's offer of employment on the terms and conditions set out above.

Candidate eSignature:

eSign Date:

Other Important Things to Know:

- **Base Salary:** Your salary will be paid on a biweekly basis, where every other week you will be paid the portion of your salary attributable to a two-week period. All of the compensation described in this letter will be taxable and subject to applicable withholdings.
- **Bonus Program:** To be eligible for participation in the annual bonus program you must have a start date on or before October 1 and be considered an employee in good standing through the payment date in December of the applicable year. Any bonus payment made in the applicable year will be prorated based on your length of continuous active employment during the previous twelve months. Bonus awards are subject to the terms and conditions of the Bonus Program in effect when the bonus is paid. If Bonus will potentially be above \$250,000.00, it may be payable in cash or a combination of cash and promissory notes .
- **Chairman's Shares:** To be eligible to receive payment for your Chairman's Shares, you must be an eligible employee as of the expiration date. A general summary of certain features of the Chairman's Shares Plan will be made available to you.
- **Business Company:** You will join Fidelity Technology Group, LLC.
- **Confidential Information, Prior Agreements and Restrictive Covenants:** Fidelity respects all contractual commitments and other legal obligations you may have to your prior employers, including any lawful restrictions regarding competing, protecting their confidential information, and, if you are restricted in doing so, not soliciting their customers and employees. Accordingly, during the course of your employment by Fidelity, you will be required to adhere to all lawful obligations you may have in any such contracts, as well as not retain, use, or disclose confidential information and trade secrets (including confidential client information) belonging to any prior employer.
- **Personal Trading Activity:** To continue to assure Fidelity's excellent reputation, we need to monitor personal trading activity. As stated in the application you have signed, you will need to transfer any brokerage account(s) you own or in which you have a beneficial interest (including, for example, brokerage accounts owned or controlled by your spouse) to Fidelity Brokerage Services LLC.



- **Outside Activities:** If you want to engage in certain specified outside activities while employed by Fidelity, you will need to obtain prior written approval from Fidelity, in accordance with Fidelity's Corporate Policy on Outside Activities.
- **Employment Eligibility:** The Immigration Reform and Control Act of 1986 requires that your employment eligibility be verified through appropriate documentation which is described in the Welcome Kit information.
- **Background Investigation:** Fidelity performs background security investigations of all new employees, which will include, checks concerning education, employment, credit, and criminal record. This process will include fingerprinting and a drug test which must be taken within three business days of your receipt of the registration confirmation. Failure to provide accurate and complete information may result in withdrawal of your offer or dismissal from employment. Employment and continued employment are contingent upon a satisfactory background investigation and drug test, as judged by Fidelity. Investigations may take several months to perform, and may not be completed until after an offer is made or employment has commenced. In addition, these reports may be reopened or obtained during the course of your employment, and may be triggered by a change in your title or job responsibilities. Due to the nature of your role, you may be required to undergo additional drug testing throughout your employment. By signing this letter, you consent to such in service drug testing.

CC: File

Fidelity Highly Confidential Information