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 **Microsoft**  
Dear Alexis:

Hello! It's a great day for us, as we have exciting news to share: Microsoft Corporation is pleased to confirm our offer to you for the position of Software Engineer, located in Bellevue, Washington. Your effective start date will be mutually determined. We invite you to join us in living our mission to empower every person and organization on the planet to achieve more.

At Microsoft we understand how important it is that each person brings their uniquely diverse set of skills and experience to our team. We know we will benefit from your talent and we offer you an incredible group of people who will give you access to career mobility, personal development, innovative technology, and the freedom to explore new ideas. Together we can and will make a difference.

Microsoft has extended this offer to you based upon your unique knowledge, background, experience and skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other confidential information. We want you to bring those unique talents to Microsoft and make us even better! As a condition of employment at Microsoft, you will be required to sign Microsoft's standard form Employee Agreement in which you agree, among other things, not to disclose to Microsoft or use in your employment with Microsoft any confidential or proprietary information or trade secrets of any current or prior employer. In this regard, you should be extremely careful not to bring to Microsoft any documents or other materials in tangible form belonging to or acquired from your current or any prior employer.

**Compensation.** The compensation package associated with this offer is as follows - Note that if the work location in this offer changes, there may be an adjustment to your compensation package:

Base Pay. Microsoft offers you a starting salary of \$112,500.00 USD per year, payable semi-monthly. Any annual merit increases are based on performance during the year with your first opportunity for a merit increase based on your start date and Microsoft eligibility rules.

Signing Bonus. We are also pleased to offer you a signing bonus in the total gross amount of \$35,000.00 USD, less applicable tax withholdings. The signing bonus will be payable in two installments. As we have discussed, this represents our genuine interest in your joining Microsoft.

The first installment in the total gross amount of \$17,500.00 USD, less applicable tax withholdings, will be paid to you within 30 days of your start date. In the unlikely event that you leave the company of your own volition prior to completing 12 months of employment, the first installment will not be earned and must be returned to Microsoft in full and you shall not be entitled to the second installment.

The second installment of your signing bonus in the total gross amount of \$17,500.00 USD, less applicable tax withholdings, will be paid to you within 30 days following the first anniversary of your start date. Again, in the unlikely event that you leave the company of your own volition prior to completing 24 months of employment, the second installment will not be earned and must be returned to Microsoft in full. By signing this offer letter, you hereby authorize Microsoft to withhold this amount from any monies owed to you.

On-hire Stock Award. You will be granted an On-hire Stock Award for shares of Microsoft Corporation common stock, subject to approval by the Compensation Committee of Microsoft's Board (or its delegate). The number of shares will be calculated by dividing \$120000 (USD) by the closing Microsoft stock price on a future date (typically the 15th of the month immediately following the month in which your start date occurs). Your Stock Award will be subject to the terms of Microsoft's 2017 Stock Plan and its form of Stock Award Agreement. On-hire Stock Awards are approved on a monthly basis, with vesting commencement on the approval date. Additional information regarding this Stock Award, including the Stock Award Agreement you will be required to sign as a condition of the award, will be provided to you by Stock Services approximately 90 days after you commence employment with Microsoft.

You will also be eligible for an annual bonus, ranging from zero to a maximum of 20.00% of your bonus eligible salary during the rewards period based on your performance. Your first eligibility for a bonus will be determined based on your start date and will be reviewed each year per Microsoft eligibility rules.

Annual Stock Award. You are also eligible to be considered for future Stock Awards based on your start date.

Benefits. The company currently provides a flexible benefits plan, three weeks paid vacation each year, and the opportunity to participate in a 401(k) savings plan and an Employee Stock Purchase Plan.

### At-Will Employment.

Please recognize that this offer letter is not a contract of employment for any specific or minimum term and that the employment Microsoft offers you is terminable at-will. This means that our employment relationship is voluntary and based on mutual consent. You may resign your employment, and Microsoft likewise may terminate your employment, at any time, for any reason, with or without cause or notice. Microsoft reserves the right to change the compensation plans at any time without notice. Any prior oral or written representations to the contrary are void, as are any prior oral or written representations related to compensation discussed with or made to you. Our at-will relationship may not be modified except by a formal written employment contract signed by an officer of Microsoft.

Microsoft will also provide and pay for the cost of legal counsel in applying for your authorization to work in the United States and related nonimmigrant work visa status. The attorney chosen by the company and Microsoft's internal immigration specialists will require your full cooperation, as well as all information and documents that may be necessary to prepare the nonimmigrant visa applications completely and accurately. Please do not make any life-altering decisions (including but not limited to: breaking a lease, putting your house on the market, or submitting your resignation to your current employer) until you have secured work authorization through Microsoft. Once you have started work with Microsoft in the U.S., expense reimbursement requests for visa stamp fees paid at a U.S. Consulate can be submitted to your manager and require original receipts. Traveling expenses due to obtaining your Visa, such as hotel, car rental, meals, etc. are not reimbursable.

### Offer Contingent on Immigration Status and Check of Background and Professional References.

Please note that this offer is contingent on the successful completion of your educational degree. Further, this offer is contingent on the successful completion of a background check, professional references and, if applicable, a deemed export compliance review in accordance with the Federal Export Administration Regulations and the Directorate of Defense Trade Controls.

This offer is contingent on your providing us with acceptable proof of your identity and authorization to work in the United States and your proper completion of a Form I-9 (for Employment Eligibility Verification) and presentation of acceptable documentation establishing your identity and authorization to work in the United States on your first day of employment as required under U.S. immigration regulations. Please carefully review the Orientation Overview document, which contains the list of acceptable documents for form I-9 purposes, provided by the U.S. Citizenship and Immigration Services.

Microsoft participates in E-Verify, a system operated by the Department of Homeland Security in partnership with the Social Security Administration that allows participating employers to electronically verify the employment eligibility of newly hired employees. In the interest of providing all potential Microsoft employees with information regarding E-Verify, we invite you to review the following resources about E-Verify, as provided by the Department of Homeland Security:

E-Verify Notice: Employer participation in E-Verify (<https://www.e-verify.gov/sites/default/files/everify/posters/EVerifyParticipationPoster.pdf>)

E-Verify Notice: Your right to work ([https://www.e-verify.gov/sites/default/files/everify/posters/IER\\_RighttoWorkPoster.pdf](https://www.e-verify.gov/sites/default/files/everify/posters/IER_RighttoWorkPoster.pdf))

Employees-You Should Know Your Rights and Responsibilities Under E-Verify (<https://www.e-verify.gov/employees/employee-rights-toolkit>)

## **Relocation Summary – U.S. Domestic University & MBA/PHD Core Plus**

Approximately two months prior to your start date with Microsoft, you will be contacted by Cartus, Microsoft's Relocation supplier, and assigned a Relocation Specialist who will be your primary point of contact throughout the entire relocation process and will coordinate all applicable support on your behalf. All relocation benefits must be used within 12 months of the start of your job responsibilities (start date for new hires or internal transfer date).

You will be eligible for one of the below relocation options:

1. Lump Sum Payment, or
2. Full Relocation Support

You need to choose one of the above relocation options and inform your Relocation Specialist of your selection. Once you've made your selection, you will be unable to switch options.

### ***1. Lump Sum Package:***

Your relocation lump sum payment of USD 5500 (grossed up for taxes and reported in your W-2 at year end) will be coordinated by your Relocation Specialist. The form of payment is a pre-paid bank card, which can be requested by your Relocation Specialist up to 45 days prior to your start/transfer date and, if applicable, after the visa is approved. The pre-paid bank card will be issued and mailed to your departure address by a designated Microsoft supplier.

Any applicable ATM, cash withdrawal, over-the-counter, and/or currency conversion bank fees associated with cash advances will count against your card balance. The card is valid for one year from date of issuance and any remaining balance will not be available after the one-year date.

Microsoft assumes no liability for relocation services paid for by employees who choose the lump sum payment for relocation. If the employee elects to make any shipment of household goods or personal property, the employee is solely responsible for arranging appropriate insurance coverage.

**OR**

### ***2. Full Relocation Package:***

#### ***Pre-Departure Consultation***

To assist you in understanding the elements and provisions of your relocation, you and your spouse/domestic partner, if applicable, will participate in a pre-departure consultation provided by your Relocation Specialist that will cover the administration requirements of your domestic relocation. During this consultation you will be able to raise and discuss any questions or concerns you may have. After the consultation, the expectation is that you will have a clear understanding of all the things you will need to do before, during and after your relocation.

#### ***Final Travel to New Location***

In compliance with Microsoft's Corporate Travel Policy, all relocation travel, air travel, rental cars and hotels must be booked by your Relocation Specialist on your behalf 7 to 21 days in advance of the date of travel.

- **If you fly:** a one-way coach economy class air ticket from the departure location to the destination location will be provided for you and your benefit eligible dependent(s). Also, you will be reimbursed up to USD 50 per day, per person for meals and incidentals that you and your benefit eligible dependent(s) incur during the final travel including the day before and day(s) of your trip. Reimbursement will be coordinated by your Relocation Specialist and paid via expense reimbursement process.

- **If you drive your own car:** Microsoft will provide a one-time Driving Allowance coordinated by your Relocation Specialist and paid via expense reimbursement process. This allowance is intended to recognize expenses related to mileage using the most direct route, meals, and lodging that you and your benefit eligible dependent(s) incur during the final travel to the destination location.

The trip specifically excludes expenses for vacation time or personal side trips taken en route. Personal entertainment, personal grooming, supplemental car rental, or trip/ flight insurance are not eligible for reimbursement.

If applicable, final move travel is prohibited prior to receiving employment authorization from Microsoft Legal. You may be subject to delay or withholding of reimbursement and/or disciplinary action for non-compliance with the Corporate Travel Policy.

### ***Temporary Housing***

#### **Pre-Departure:**

If required, Microsoft will cover the cost of temporary accommodations and related expenses for up to 5 days prior to departure as you will be vacating your home. You will be reimbursed for lodging expenses at negotiated Microsoft rates if direct bill options are not available, and up to USD 50 per day, per person for meals and incidentals. Reimbursement will be coordinated by your Relocation Specialist and paid via expense reimbursement process.

#### **Post-Arrival:**

Temporary housing will be provided for up to 30 days or until your personal residence is secured, whichever is less. Microsoft's Corporate Housing supplier in coordination with your Relocation Specialist will be making arrangements for temporary housing. Microsoft does not guarantee specific locations or types of housing and temporary housing units are assigned based on availability at time of arrival, family size, and pet(s), if applicable. Once temporary housing units are assigned, changes are not permitted.

This benefit consists of fully furnished housing that includes basic necessities for living such as: utilities and basic cable. Microsoft covers the total costs of this benefit, except for incidentals such as: meals, long distance phone bills, additional housekeeping, etc., and any damages to the property, which are your responsibility. Please note, insurance coverage for damage/loss of personal property or claims of personal injury made against you or your guests while in temporary housing is not provided. It is recommended that you consult your insurance company and make appropriate arrangements.

If you secure your permanent housing prior to arrival, in lieu of temporary housing Microsoft will provide one of the following options. Please select your preferred option and inform your Relocation Specialist of your selection.

- **Rent Reimbursement:** Microsoft will reimburse your monthly rent payment(s) up to a maximum of USD 3,000 per month for the same number of days as your Temporary Housing benefit allotment. A copy of the signed rental agreement must be submitted in order to receive reimbursement. Reimbursement will be coordinated by your Relocation Specialist and paid via expense reimbursement process.
- **Rental Furniture:** Microsoft will provide you with rental furniture from a Microsoft designated Rental Furniture supplier until your household goods shipment arrives. Rental furniture must be booked by your Relocation Specialist.

### ***Rental Car***

#### **Pre-Departure:**

If required, a rental car will be provided during the 5 days prior to your departure as follows:

- For family size of three or less: you are eligible for a compact or midsize rental car;
- For family size of four or more: you are eligible for a full-size rental car.

The rental car must be secured with one of Microsoft's preferred suppliers, where available, as these suppliers will include primary insurance with the vehicle rental. You will be responsible for rental car upgrades. Microsoft will not cover any traffic or parking tickets/fees, impoundment fees, or gas. You are required to comply with the supplier's rental car agreement and to operate the vehicle in a safe manner that is compliant with state and local laws. Violation of the terms of the rental agreement can void the provided insurance coverage. The vehicle must be returned with a full tank of gas as required by the rental agreement.

In locations where alternate means of transportation such as taxis, bus, train, etc. are customary, you will be reimbursed for reasonable daily transportation costs for up to 5 days. Reimbursement will be coordinated by your Relocation Specialist and paid via expense reimbursement process.

**Post-Arrival:**

If required, upon arrival in the destination location a rental car will be provided for up to 15 days or until your personal automobile arrives, whichever is less. Your rental car must be returned within 48 hours of receipt of your personal vehicle. You will be invoiced and responsible for payment of rental car costs beyond this date. The same rental car terms and conditions apply as per the pre-departure rental car section above. In locations where alternate means of transportation such as taxis, bus, train, etc. are customary, you will be reimbursed for reasonable daily transportation costs for up to 15 days. If you drive to the destination location, this rental car benefit will not be provided. Reimbursement will be coordinated by your Relocation Specialist and paid via expense reimbursement process.

If you drive your own car to the destination location, you are not eligible for pre-departure and post-arrival Rental Car benefit.

***Relocation Cash Allowance***

A one-time Relocation Cash Allowance of USD \$750 will be coordinated by your Relocation Specialist and paid via expense reimbursement process within the first month after your start date. This allowance is intended to help cover miscellaneous expenses not specifically reimbursed or not clearly specified in this summary such as (but not limited to):

- Additional storage costs beyond 30 days
- Childcare
- Connection of appliances
- Driver's licenses and registration fees
- Forfeited dues (clubs/schools, etc.)
- Housing deposits
- Luggage/excess baggage fees
- Parking costs unrelated to final travel
- Pet shipment/boarding and veterinary costs
- Tips for movers
- If applicable, visa related expenses not covered by Microsoft
- Other expenses not reimbursed elsewhere in this Policy

***Household Goods/Personal Effects Shipment***

A Microsoft designated Moving supplier will arrange for the packing, transporting, insuring, delivering and unpacking of household goods and personal effects from your departure location to your destination location. The one time pick up of debris within 30 days after unpacking is also included.

Microsoft is responsible for determining the most reasonable form of transportation for shipment of household goods:

- For moves within the continental U.S., where ground transport is used, there are no weight restrictions to ship your household goods and personal effects to the destination location.
- For moves from/to Alaska, Hawaii and U.S. Territories, where air and sea containers are used, the following shipping maximums for household goods and personal effects shipments to the destination location apply. Any costs incurred on volume in excess of these maximums will be your personal responsibility.

Family Size	Air Container Size/Dimensions*	Sea Container Size*
One	1 - "D" container (58x42x45 in)	1 - 20-foot container
Two	1 - "D" container (58x42x45 in)	1 - 20-foot container
Three-Four	1 - "LDN" container (56x54x54 in)	1 - 40-foot container
Five or more	1 - "LDN" container (56x54x54 in)	1 - 40-foot container

If you wish to ship any of the items below, all costs (shipping, import/customs duties, insurance) will be your responsibility. Microsoft **will not** pay costs associated with the shipment of the following:

- Airplanes
- Alcohol, liquor, or tobacco
- Boats, boat trailers (any length), sailboats, canoes, skiffs, rowboats, dinghies boats, hover boards, all-terrain vehicles, snowmobiles, campers or other recreational equipment/vehicles
- Cash, checkbooks, financial and legal documents such as securities, stocks, bonds, tax records, deeds
- Firewood, lumber or other building materials
- Hazardous materials such as explosives, chemicals, flammable materials, firearms, ammunition and garden chemicals
- Heavy or bulky hobby and outdoor materials/equipment, farm equipment, tractors, storage sheds, Jacuzzis/hot tubs
- Inventory/goods related to secondary businesses
- Items, which require special disassembly and re-assembly, such as waterbeds, portable swimming pools, outdoor play areas/swing sets/jungle gyms, dog run, fencing, TV antennas, wall shelving, outdoor trampolines, etc.
- Medical/dental records, prescription medicine, insurance policies
- Personal items of extraordinary or special value such as family photographs/photo albums, home videos and other mementos, school records, diplomas, professional files/research projects, dissertations or publishable papers
- Plants, food, frozen food, and/or any perishables requiring special handling/climate-controlled environment
- Removal, disassembling or installation of hard-wired audio/video/computer or any electronic systems, carpeting, window treatments, drapery rods, satellite dishes, chandeliers, statues, water fountains, outdoor sculptures or other permanent fixtures
- Valuables such as jewelry, antiques, coin or stamp collections, works of art, precious stones or metals, furs, and other collectibles/items of extraordinary value

Please use good judgment in assuring that household goods and personal belongings that are intended for shipment are legally allowed. Microsoft takes no responsibility for any such action deemed illegal. Any items, which are prohibited for shipment, cannot be transported by the Moving supplier and will not be insured by

Microsoft.

Microsoft will provide replacement value insurance based upon your total declared value, up to a maximum of USD 250,000. You will be requested to complete and submit a "High Value Inventory" form for any individual item and/or sets valued at USD 3,000 or above. Failure to complete an accurate shipment inventory may result in inadequate insurance coverage. One copy of your inventory should be carried by you to the destination location and one should be provided to the carrier.

### ***Auto Shipment***

You may ship a maximum of 2 automobiles (1 automobile, if single) using a Microsoft designated Auto Transport supplier, booked by your Relocation Specialist.

### ***Storage (Destination Location)***

Storage of household goods is available for up to 30 days should you not be able to move into your permanent housing immediately. You will be invoiced and responsible for payment for storage costs beyond 30 days.

### ***Tax Gross Up***

According to the US Internal Revenue Code all relocation benefits provided to you are considered taxable compensation. Taxable moving expenses include relocation allowances and/or reimbursements paid directly to you and relocation expenses paid to third-party suppliers on your behalf. Payments that are considered taxable income are subject to tax withholding in compliance with the IRS regulations. To help minimize your tax burden, Microsoft will provide tax gross-up on taxable moving expenses. Tax gross-up is an amount paid on your behalf by Microsoft to assist in meeting a portion of your additional tax liability that results from the taxable moving expenses. The amount paid on your behalf will be remitted to the IRS and any other appropriate tax authority by Microsoft. Taxable moving expenses and the amount of tax gross up paid by Microsoft will be included as income on your form W-2.

Please carefully review "Relocation Tax Information" document provided to you to assist in understanding the tax implications related to your relocation.

### ***Reimbursement of Relocation Expenses***

All reimbursement requests must be submitted within 30 days (per Microsoft Corporate Policy) of the expense being incurred in order to receive reimbursement. Receipts are required for all reimbursements over USD 75. All relocation benefits must be used within 12 months from your official start date. Relocation benefit costs incurred more than one year from your start date are not eligible for reimbursement or direct bill payment by Microsoft.

If applicable, Microsoft employees must not use their corporate American Express travel card for payment of any relocation expenses.

### ***No Cash in Lieu of Allowances or Cash Advances***

The various allowances and reimbursements described throughout this summary are intended to address specific areas in which you might experience additional costs as a result of the domestic relocation. In some cases, maximum amounts exist in terms of the level of reimbursement provided for each element. Therefore, should your actual costs be lower than any item limit, no cash allowance will be provided in lieu of the actual disbursement or in lieu of any unused relocation provision.

Microsoft will not provide relocation advances. All approved relocation expenses incurred will be reimbursed via the relocation expense process.

### ***Payback/Termination of Relocation Benefits***



In the event you choose to leave Microsoft within 12 months of the start of your job responsibilities (start date for new hires), all suppliers service will cease immediately. All relocation cash allowances and any monies paid by Microsoft on your behalf for relocation services as described in this Relocation Summary must be returned to Microsoft in full. You hereby authorize Microsoft to withhold this amount from any monies owed to you. For purposes of this paragraph, your employment termination due to your death or total and permanent disability will not be treated as leaving Microsoft of your own volition.

In the event your employment with Microsoft ends for any other reason within 12 months of the start of your job responsibilities (start date for new hires or internal transfer date), all suppliers service will cease immediately. Covered relocation expenses that were incurred prior to the termination date will be reimbursed if other conditions (such as the 30-day submission deadline) are met. Relocation expenses incurred on or after the termination date will not be reimbursed.

#### Acceptance of Offer.

Please indicate your acceptance of this offer by electronically signing and submitting this acceptance letter and the Microsoft Corporation Employee Agreement, which will be sent to you once you have signed your offer letter. It is important that we receive your acceptance and the signed Employee Agreement prior to your start date. Please note that you are not authorized to alter the terms of this letter or the Employee Agreement in any manner.

Please recognize that this offer letter is not a contract of employment for any specific or minimum term and that the employment Microsoft offers you is terminable at-will. This means that our employment relationship is voluntary and based on mutual consent. You may resign your employment, and Microsoft likewise may terminate your employment, at any time, for any reason, with or without cause or notice. Microsoft reserves the right to change the compensation plans at any time without notice. Any prior oral or written representations to the contrary are void, as are any prior oral or written representations related to compensation discussed with or made to you. Our at-will relationship may not be modified except by a formal written employment contract signed by an officer of Microsoft. Please print or save an electronic copy of this letter and a copy of the Employee Agreement for your records.

You will be scheduled to attend New Employee Orientation on your first day. Information regarding New Employee Orientation will be pushed to your Action Center once your start date has been determined. Your attendance at New Employee Orientation is required in order to provide you with a complete overview of company benefits, employment documentation, and general information. US Only-Be sure to bring your social security number. If you do not have one, please go to <https://www.ssa.gov/ssnumber/> (<https://www.ssa.gov/ssnumber/>) to start the application process.

Alexis, thank you for embarking on this journey of new beginnings. We believe you're an excellent addition to Microsoft as we continue bringing together inspiring people with the skills and determination to accomplish amazing things. We want you to build on this opportunity and take your career wherever you want it to go. If you have any questions in the meantime, feel free to give me a call.

Microsoft is a place where intelligent, passionate and creative people are continuously empowering the world to achieve more. We look forward to having you join us and be one who empowers billions.







Sincerely,

Esmeralda Barajas on behalf of  
Puja Pandey  
PRINCIPAL GROUP ENG MANAGER

☐ **I Accept**

(checking the checkbox above is equivalent to a handwritten signature)

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## What's new

NEW Surface Pro 6 (<https://www.microsoft.com/en-us/p/surface-pro-6/8ZCNC665SLQ5>)

NEW Surface Laptop 2 (<https://www.microsoft.com/en-us/p/surface-laptop-2/8XQJKK3DD91B>)

NEW Surface Go (<https://www.microsoft.com/p/surface-go/8v9dp4lnksnz>)

Xbox One X (<https://www.xbox.com/en-us/xbox-one-x>)

Xbox One S (<https://www.xbox.com/en-us/xbox-one-s?xr=shellnav>)

VR & mixed reality (<https://www.microsoft.com/en-us/store/b/virtualreality>)

Windows 10 apps (<https://www.microsoft.com/en-us/windows/windows-10-apps>)

Office apps (<https://store.office.com/en-us/appshome.aspx?>)

## Store & Support

Account profile (<https://account.microsoft.com/>)

Download Center (<https://www.microsoft.com/en-us/download>)

Sales & support (<https://go.microsoft.com/fwlink/p/?LinkID=824761&clcid=0x409>)

Returns (<https://go.microsoft.com/fwlink/p/?LinkID=824764&clcid=0x409>)

Order tracking (<https://account.microsoft.com/orders>)

Store locations ([https://www.microsoft.com/en-us/store/locations/find-a-store?icid=en-us\\_UF\\_FAS](https://www.microsoft.com/en-us/store/locations/find-a-store?icid=en-us_UF_FAS))

Support (<https://support.microsoft.com/en-us>)

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## Education

Microsoft in education (<https://www.microsoft.com/en-us/education>)

Office for students (<https://www.microsoft.com/en-us/education/products/office/default.aspx>)

Office 365 for schools (<https://products.office.com/en-us/academic/compare-office-365-education-plans>)

Deals for students & parents ([https://www.microsoft.com/en-us/store/b/education?icid=CNavfooter\\_Studentsandeducation](https://www.microsoft.com/en-us/store/b/education?icid=CNavfooter_Studentsandeducation))

Microsoft Azure in education (<https://azure.microsoft.com/en-us/community/education/>)

## Enterprise

Microsoft Azure (<https://azure.microsoft.com/>)

Microsoft Industry (<https://enterprise.microsoft.com/en-us/>)

Data platform (<https://www.microsoft.com/en-us/sql-server/>)

Find a solution provider (<https://www.microsoft.com/en-us/solution-providers>)

Microsoft partner resources (<https://partner.microsoft.com/en-us/>)

Microsoft AppSource (<https://go.microsoft.com/fwlink/?LinkID=808093>)

Health (<https://www.microsoft.com/en-us/enterprise/health>)

Financial services (<https://www.microsoft.com/en-us/enterprise/finance/banking-capital-markets>)

## Developer

Microsoft Visual Studio (<https://visualstudio.microsoft.com/>)

Windows Dev Center (<https://developer.microsoft.com/en-us/windows>)

Developer Network (<https://msdn.microsoft.com/en-us>)

TechNet (<https://technet.microsoft.com/en-us>)

Microsoft developer program (<https://developer.microsoft.com/en-us/store/register>)

Channel 9 (<https://channel9.msdn.com/>)

Office Dev Center (<https://developer.microsoft.com/en-us/office>)

Microsoft Garage (<https://www.microsoft.com/en-us/garage/>)

## Company

Careers (/)

About Microsoft (<https://www.microsoft.com/en-us/about>)

Company news (<https://news.microsoft.com/>)

Privacy at Microsoft (<https://privacy.microsoft.com/en-us>)

Investors (<https://www.microsoft.com/investor/default.aspx>)

Diversity and inclusion (<https://www.microsoft.com/en-us/diversity/>)

Accessibility (<https://www.microsoft.com/en-us/accessibility>)

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