



Thursday, February 28, 2019

Mayuresh Hooli

Dear Mayuresh

I am pleased to confirm our offer of an internship/co-op with Ericsson Inc. ("Ericsson"). We are excited at the prospect of having you intern at Ericsson, and we look forward to welcoming you into our organization. This offer is valid for a period of **two (2) business days** from receipt. We trust that you will find the terms of the offer acceptable and we look forward to your favorable reply.

Here are the terms of your internship/co-op offer:

Your job title with Ericsson will be Network Engineer Intern. You will report to Pulin Chhatbar, Dir Network Engineering, who can be reached at (469) 266-9180. You will be in the Networks Organization and your work location will be 6300 Legacy Drive, Plano, TX 75024. Your estimated start date is May 20, 2019. Your actual start date will be confirmed once you have completed your background check and drug screen. Your expected end date is August 23, 2019 provided that Ericsson, in its sole discretion, finds your work performance to be acceptable during that time. Ericsson will provide work that is intended to be relevant to the academic program for which you are enrolled.

You will be classified as a non-exempt employee and you will be paid **\$30.00** per hour, less the necessary deductions as required by law and agreement. As a non-exempt employee, you are entitled to earn overtime as required by applicable state and federal law. Please note that Ericsson's pay periods are bi-weekly and you will be paid in accordance with the payroll schedule, which will be provided to you.

You are also eligible to receive a housing stipend of **\$2100.00** less applicable withholdings and deductions, to be paid in three separate installments.

Internship/Co-Op Terms, Conditions, and Contingencies

- **Work Hours** – You are eligible to work up to, but not to exceed, 40 hours a week. Any additional working hours in a workweek must be approved in advance by University Relations.
- **Benefit Program** – You will be covered by worker's compensation insurance during your employment at Ericsson and you are eligible for paid sick leave in accordance with Ericsson's Sick Time Directive. You are not eligible for any other benefit programs at Ericsson.
- **Academic Standing** – You must remain in good academic standing with your university throughout your internship with Ericsson. A minimum cumulative 3.0 GPA is **REQUIRED** to maintain an internship/co-op at Ericsson. Academic standing and university enrollment will be verified periodically by University Relations to ensure program eligibility. You will need to provide an official copy of your transcript prior to/ on your first day at Ericsson.

Additional Contingencies -- This offer is also contingent upon the successful completion of the following requirements and satisfactory results of a background check, drug screen, export screen, and employment verification. Should you accept this offer, you will be receiving further instructions on how to complete the background check and drug screen, and an invitation to the *Ericsson Onboarding Portal* to complete onboarding documents.



- Due to Ericsson's contractual requirements and in accordance with Ericsson's Drug Free Workplace and Substance Abuse Directive, all new hires are required to complete a pre-employment drug screen **within 48 hours of receiving a drug screen registration number** and to have a negative drug screen result.
- Due to Ericsson's contractual requirements, practice, and agreement with the government (for federal work), Ericsson conducts a background investigation on all new hires, which generally includes, but is not limited to, a check of the following in accordance with applicable law: criminal history, employment history, verification of education, review of restricted party lists and any required export licenses (as described below), and credit history (for positions with significant financial responsibility).
- Ericsson's product line is controlled by the U.S. Department of Commerce for export control. To ensure compliance with these legal regulations, Ericsson conducts an export compliance review of all candidates. If, after review, it is determined that an export license is necessary for the position, you will be required to provide Ericsson with any mandatory information necessary to submit an export license application. Please note that this offer of employment is contingent upon Ericsson's ability to obtain an export license, if required.
- The Immigration Reform and Control Act of 1986 requires all individuals employed after November 6, 1986, to establish their identity and eligibility to work in the United States. Therefore, this offer is contingent upon you providing certain original, unexpired documentation that exhibits proof of your legal right to work in the United States. A list of acceptable documents can be found at <http://www.uscis.gov/files/form/i-9.pdf>. Please note that U.S. regulations require that you present a document from List A **OR** from List B and C. **You will need to bring the required original, unexpired documents with you on your first day of employment.** If you are not able to show that you are legally entitled to work in the U.S. for Ericsson, your Ericsson start date will be delayed until you present proof of a legal right to work in the U.S. for Ericsson and you report to Ericsson to start work.
- You will be required to review and sign Ericsson's Individual Confidentiality and Access Undertaking form, Code of Business Ethics, Intellectual Property/Confidentiality Agreement, and any additional forms required by Ericsson.
- If you require a special work permit, it is your responsibility to ensure that all proper work authorization documentation remains current. If you have an expiring work permit, you will need to work with your university to make all arrangements to ensure there are no interruptions in your assignment to Ericsson. Please contact University Relations if you need assistance with this process.

Other Terms and Conditions

- You should not bring, distribute, or use any confidential information, trade secrets or any other property of a former employer in your employment with Ericsson. In accepting this offer, you agree and confirm that you have reviewed the duties and responsibilities of the Ericsson position and that you can perform such duties and responsibilities without using or disclosing confidential or proprietary information of another entity and without violating the terms of any applicable agreement with another entity.
- We will expect you to perform your assigned tasks to the best of your ability and to comply with all applicable Ericsson policies and procedures, including Ericsson's College Intern and Co-op Instruction, which you will be given an opportunity to review. We will also expect that you will conduct yourself in a professional manner appropriate to the Ericsson environment at all times.
- If Ericsson determines that you did not timely take or pass your drug screen, or that you subverted or attempted to subvert your drug screen, or that your background check reveals issues that would prevent assignment to particular customers or, in Ericsson's reasonable opinion, would present an unreasonable risk of harm to persons or property, this offer will be revoked or, if determined after you are hired, your employment will be terminated.

In accepting this offer, you acknowledge that this letter, including the documents referred to herein, constitutes the entire understanding of your employment relationship with Ericsson and that any previous or contemporaneous



discussions, negotiations, or understandings that are not set forth in this letter are superseded. In addition, you understand and acknowledge that your employment relationship with Ericsson will be at-will.

Again, I am pleased to extend this offer and I look forward to your confirmation of acceptance of this position. To confirm your acceptance of this offer, please sign in the box below and return the signed copy of this letter via e-mail to sara.xx.correa@ericsson.com within **two (2) business days** from receipt.

If you have any questions or need any additional information, please do not hesitate to contact Sara Correa at (469) 266-6946.

Sincerely,

A handwritten signature in cursive script that reads "Tenneil Dutton".

Tenneil Dutton
Head of Talent Acquisition MANA

Accept Job Offer

By signing and dating this letter below, I, Mayuresh Hooli, understand the terms of my Ericsson employment offer and accept this job offer of Network Engineer Intern by Ericsson.

Signature:  Date: 03-01-2019

Requisition number: 264118