



U.S. Bank National Association
4000 W Broadway
Robbinsdale, MN 55422
1.800.806.7009

March 3, 2020

Muthu Selvam
1010 W Trade St Apt 410
Charlotte, North Carolina 28202
10701772

Dear Muthu:

Welcome to U.S. Bank! We're excited to extend a conditional offer of employment to you. In fact, there are some folks who are also eager to welcome you – hear from a few of them right now.

Before we can make it official, there are two important actions for you to take:

1. Provide required employment information and acknowledge applicable agreements.

- ◆ You'll receive a separate email from "U.S. Bank Employment Center" with a link to a website where you will submit this information.
 - ◇ You'll need your candidate ID, which is **10701772**, to log in to that website.
 - ◇ It's important that you log in and provide the required information as soon as possible after receiving that email. Failure to accomplish this step prior to your first day of employment will affect your start date.

2. Complete our pre-employment screening process.

- ◆ You'll receive another email from "HROnboarding" to initiate your pre-employment screening.
- ◆ This offer of employment is conditional upon your satisfactory completion of our pre-employment screening process, including successfully completing any necessary registrations required to perform your job and your execution of all other applicable agreements.
 - ◇ Your screening may include drug testing, fingerprinting, background inquiries, criminal history reports and other applicable inquiries. We'll also verify your eligibility to work in the United States.
 - ◇ This comprehensive screening is critical to safeguarding our customer information.

After completing the items above, we invite you to visit the [U.S. Bank New Employee Orientation \(NEO\) website](#). Here you'll find the NEO Roadmap, which will help guide you through the site and keep track of your progress so you don't miss any important information. If you have any questions, feel free to contact U.S. Bank Employee Services at 800.806.7009.

Again, welcome! We're so happy you've chosen U.S. Bank as the next step in your career. We look forward to your first day and the start of a long journey with U.S. Bank.

Sincerely,

Kunal Sen
Hiring Manager
Explore what's possible.
cc: Employment File

This letter does not create a contract of employment. Your employment with U.S. Bank will be at will and may be terminated by you or by U.S. Bank at any time, with or without notice, for any reason. In addition, the terms of your employment, compensation or benefits may change at any time, without advance notice or consent.

Offer Details

March 3, 2020

Muthu Selvam

Our employment offer includes the following:

Anticipated Start Date: March 16, 2020

Salary: \$130,000.00 Annually

Regular Pay Day: You will be paid biweekly, every other Friday. When a scheduled payday falls on a holiday, you will be paid on the workday that precedes it. When you start with U.S. Bank, you will have access to a pay calendar to determine when your first pay will occur.

Grade: 14

Job Title: Responsive Web Software Engineer – Minneapolis, MN

Manager: Kunal Sen, kunal.sen@usbank.com

HR Representative: Harrington, Jennifer Ruth

Location: United States>Minnesota>MN–Minneapolis>220 S 6th St

Shift/Status: 1st – Daytime, Exempt

Hours: 40 per week

Vacation: You will be eligible for 4 weeks of vacation annually. Vacation accrual will begin on July 1 and will total 80.0 hours through 2020, based on your anticipated start date.

Incentive Plan: You are eligible to participate in the Annual Incentive Plan. Your target for this incentive plan is 15 percent of your base salary. Targets are not guaranteed amounts and actual awards are determined based on overall company, line of business, and individual performance. Awards also are subject to all provisions stated in the incentive plan document and will be prorated based on your most recent start date. To be eligible for this plan, your start date must be on or before September 30th.

Long–Term Incentive: You are eligible to participate in the long–term incentive plan (LTI). You will have an annual target of \$6,500.00. Targets are not guaranteed amounts and actual awards will be determined based on your performance. Awards also are subject to all provisions stated in the incentive plan document and may be prorated based on your most recent start date. In order to be eligible for this plan, your start date must be on or before November 30th.

You will temporarily work out of U.S Bank, Hearst Tower 214 N Tryon St, Charlotte, NC 28202 when your H1B transfers. You will move to US Bank Minneapolis Plaza location end of April.

As part of your employment package, you will be provided with a one–time lump sum payment in the amount of \$5,000.00 to assist with relocation expenses. If your employment with U.S. Bank ends within two years of your transfer or hire date, you will be responsible to reimburse U.S. Bank a prorated portion of this payment as outlined in the Employee Relocation Expense Agreement.

As a condition of employment and in exchange for the tangible benefits articulated in this offer of employment, you are required to review and execute a Confidentiality and Non–solicitation Agreement prior to the start of employment. You will not be eligible for employment in the position offered if you do not execute the agreement.

U.S. Bank agrees to sponsor you for necessary employment authorization. This offer is contingent upon U.S. Bank successfully obtaining employment authorization for you. U.S. Bank cannot guarantee that employment authorization will be granted by the federal government.