



THE CUSTOMER SUCCESS PLATFORM

12/09/19

Qiuyue Wang
24S 100 Willoughby St
Brooklyn
11201 New York

Dear Qiuyue,

I am pleased to offer you a position with salesforce.com, inc. (the "Company") for an internship as a Summer 2020 Intern - Software Engineerintern reporting to Michelle Shi. Your internship will start on 06/01/2020 and is expected to end on 08/21/2020. The position will be based at our **Bellevue, WA** office.

This offer of employment is contingent upon acceptable results from a background investigation. This offer is also contingent upon your being eligible to work in the United States. For purposes of federal immigration law, you will be required to provide the Company documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three (3) business days of your hire date, or your employment may be terminated.

I. Compensation

If you decide to join us, your starting pay will be \$49.82 per hour. You will receive pay on the basis of the hours that you work, and you will be eligible to earn overtime. You will be paid bi-weekly, less applicable withholdings, in accordance with the Company's normal payroll procedures.

II. Employee Benefits

As an Intern in the Company scheduled to work an average of 40 hours per week, you are eligible to participate in the Company's wellness and healthcare plans. However, you will not be eligible to participate in or receive benefits from the Company's life insurance plans, or short and long-term disability plans, nor will you be eligible for or accrue Personal Time Off ("PTO").

You may be eligible to participate in the Company's 401(k) plan. For more information on 401(k) eligibility, please contact the Global Equity Plan Services (GEPS) group. For questions about the wellness and other benefits, please contact Benefits. Please note that the Company reserves the right to change the benefits and compensation programs at any time.

Relocation Assistance

In addition, you are eligible to receive relocation assistance for your internship with the company. The details of this assistance will be sent to you under separate cover by our partner, Plus Relocation.

III. At-Will Employment

If you choose to accept this offer, your employment with the Company will be

"at-will." As a result, you will be free to resign at any time, for any reason or for no reason, as you deem appropriate. The Company will have a similar right and may conclude its employment relationship with you at any time, with or without cause or

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advance notice. This also means that the Company can change or modify the terms and conditions of your employment including, without limitation, your job duties, reporting structure and compensation, at any time with or without cause. Nothing in this offer letter modifies or changes your status as an at-will employee.

IV. Obligations to Third Parties

In your work for the Company, you will be prohibited from using or disclosing any confidential, proprietary or trade secret information of any former employer or other person to whom you have an obligation of confidentiality. Rather, you will be required to use only information that is generally known and used by persons with training and experience comparable to your own, is common knowledge in the industry or otherwise legally in the public domain, or is otherwise provided or developed by the Company. You agree that you will not bring onto Company premises or use in your work for the Company any unpublished documents or property belonging to any former employer or third party that you are not authorized to use and disclose. You further represent that when working for the Company, you will not violate the terms of any restrictive contract you might have signed with a former employer or other person. By accepting employment with the Company, you are representing that you will be able to perform your job duties within these parameters.

In the event any previous employer of yours alleges that your joining the Company is a breach of a non-compete or other restrictive-covenant agreement between you and that employer, you understand that the Company will not indemnify you or pay for your representation against any such claims. You further understand that if a court or arbitrator determines or mandates that you may not work for the Company for a period of time as a result of a restrictive covenant that you signed with a previous employer, you will not be entitled to any pay or equity vesting from the Company during that period and the Company may terminate your employment. You understand that you are responsible for obtaining your own legal advice on the enforceability and extent of any restrictive covenants you have signed with any former employer.

V. Arbitration Agreement

Attached to this offer letter is an arbitration agreement for your review. Once you have reviewed it, please sign and date it where indicated and return it along with the other documents provided with this offer letter in the enclosed envelope.

VI. Outside Business Activities and Board Memberships

Because of the nature of the Company's business and the identities of our customers, partners and prospects, outside activities (including for example sitting on the board of another company) may present many areas of actual or potential conflict. If you wish to engage in any outside activities that take time away from your job at the Company, create a possible conflict with the Company or are related in any way to the Company's business, you must disclose these activities to the Company immediately and prior to your start date.

VII. Section 409A

The Company intends for all payments and benefits under this offer letter to comply with or be exempt from the requirements of Section 409A of the Internal Revenue Code of 1986, as amended, and any guidance promulgated thereunder ("Section 409A") so that you will not be subject to an additional tax under Section 409A on any payments or benefits under this offer letter, and any ambiguities or ambiguous terms herein will be interpreted to so comply or be exempt. As a result, payment of all or a portion of any termination-related benefits will be delayed until the first payroll date that occurs on or after the date that is 6 months and 1 day following your termination of employment if and to the extent necessary to avoid subjecting you to an additional tax under Section 409A on any such termination-related payments. In addition, each payment and benefit payable under this offer letter is intended to constitute a separate payment for purposes of Section 1.409A-2(b)(2) of the Treasury Regulations. You and the Company agree to work together in good faith to consider amendments to this offer letter and to take such reasonable actions that are necessary, appropriate or desirable to avoid subjecting you to an additional tax or income recognition under Section 409A prior to actual payment of any payments and benefits under this offer letter, as applicable. In no event will the Company reimburse you for any taxes that may be imposed on you as a result of Section 409A.

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VIII. Miscellaneous

You will be asked to provide your social security number for an I-9 form as part of your on-boarding process. Please note that we will also be using your social security number for purposes of payroll administration.

This offer letter fully sets forth all of your compensation information and expectations and other terms of your employment with the Company, and you agree that in making your decision to join the Company you are not relying on any oral or other representations concerning any other compensation or consideration or the duration of your employment with the Company.

This offer of employment expires on December 16, 2019. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me. A duplicate original is enclosed for your records. In addition to this offer letter and the attached Arbitration Agreement, you will also be required to sign an Employee Inventions and Proprietary Rights Assignment Agreement ("Proprietary Rights Agreement") and the Company's Global Employee Handbook and Code of Conduct as a condition of your employment. This offer letter, along with any agreements relating to proprietary rights between you and the Company and the Arbitration Agreement, set forth the terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

We look forward to working with you at Salesforce.com. Welcome aboard!

Best Regards,

A handwritten signature in black ink, appearing to read "Brent Hyder", followed by a horizontal line.

Brent Hyder,
President, Chief People Officer

AGREED TO AND ACCEPTED:

DocuSigned by:
A handwritten signature in black ink, appearing to read "Qiuyue Wang", followed by a horizontal line.
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Qiuyue wang

12/9/2019

Date