



May 25, 2023
111 SW 5th Ave #2700
Portland, OR 97204

Dear Jake,

We are writing to provide you with further details concerning your upcoming role as a Database Engineer at New Relic. We are thrilled to have you on board and would like to clarify a few important aspects of your employment to ensure a smooth integration into our team.

We understand the importance of work-life balance and flexibility. As such, your position is designated as fully remote. However, to maintain team coherence and effective collaboration, we require that you operate within U.S. time zones or Central European Time (CET). This ensures that you are available during core hours for meetings, collaboration, and support.

Your compensation package includes a performance-based bonus, the specifics of which will be determined in collaboration with your direct manager. The percent modifier for your bonuses will be discussed in detail during your initial meetings, allowing us to align your personal performance goals with our company objectives.

Please note that there has been a slight adjustment to your start date. Originally scheduled for May 29, 2023, your official commencement of duties will now be on May 30, 2023. This change is due to a company holiday, and we appreciate your understanding and flexibility.

We are confident that your expertise in Database Engineering will be a valuable asset to our suite of products. New Relic is committed to providing a supportive and dynamic environment where you can thrive and contribute to our shared success.

Please feel free to reach out to your HR representative or direct manager if you have any questions or require further clarification on any of the points mentioned above.

We are looking forward to your start with us and are excited to see the contributions you will bring to our team.

Warm regards,
Claire Pascal

A handwritten signature in black ink, appearing to be "Claire Pascal", with a long horizontal line extending to the right.