



December 6, 2016

Dear Saad,

It gives us great pleasure to extend you an offer to join Bloomingdale's as an UI Developer starting on January 9, 2017 reporting to Imran Gilani at a salary of \$85,000 per year.

You will be eligible for a midyear merit increase based on achievement of individual and company goals, beginning in October 2017, then on an annual basis every April thereafter. You will be eligible to participate in the annual Bloomingdale's Cash Incentive Bonus Program, which has a target of 5% with a maximum bonus potential of 10% of your base salary.

Vacation eligibility is based on the Bloomingdale's policy, which you will be provided. You will be eligible for 3 weeks of vacation starting on February 1, 2017. You are also eligible to follow the Central calendar which you will also be provided.

You will be eligible to enroll in full Medical and Dental Insurance thirty one days after your date of hire. You will be eligible, within 7-10 days of hire, for Bloomingdale's/Macy's, Inc. Employee Discount. Please note that health benefits are described more fully in the applicable Summary Plan Descriptions that will be provided at orientation.

This offer is contingent upon the satisfactory completion and results of a background check, which may include but is not limited to criminal history.

Please note that your employment with Bloomingdale's is at-will.

We are anxious to hear your decision and hope you will be joining our Bloomingdale's team. If we can be of further assistance, please feel free to contact us.

Sincerely,

Pete Del Rio  
Manager, Talent Acquisition  
212-884-6068

Accepted By: \_\_\_\_\_

Date: \_\_\_\_\_