

October 19, 2021

Gregory Newbold
11550 Old Georgetown Rd
North Bethesda, Maryland 20852

Dear Gregory:

Congratulations! We are pleased to offer you the position of Analyst in the Corporate Treasury Division of Goldman Sachs. People are the key to our business, and we are excited that you will be part of our team. We are confident that Goldman Sachs will provide an excellent environment for your professional development and success. This letter will confirm certain terms and conditions of our offer of employment.

Your annual salary will be paid on a bi-weekly basis every other Wednesday at the rate of \$120,000 per annum, less applicable deductions. If a payday falls on a firm holiday, payment is generally made on the preceding business day. In addition, if you are an active, full-time employee as of December 31, 2021, you may be eligible to receive discretionary compensation. Since you will be joining the firm after the beginning of fiscal year 2021, any discretionary compensation will be pro-rated for the actual time of your active employment during the fiscal year.

When Goldman Sachs determines your per annum total compensation, it will take into account your annualized Goldman Sachs salary and not any salary you may have received from a former employer. If you receive discretionary compensation it will be payable in the subsequent fiscal year on a date and in a manner to be determined by the firm. All amounts paid to you will be subject to applicable deductions. In the event of a non-cash award, the firm will determine value, the nature of the equity interest and other conditions that are attached to the award. Such other conditions may include (but not be limited to) vesting conditions, an increased period of notice of termination of employment, and the like, and the firm's decisions in this regard will be final.

You may also be eligible for Relocation Assistance. If you wish to discuss the details of this program, including eligibility, you should contact Mobility at (212) 902-4030 or GMSAmericas@ny.email.gs.com as soon as possible. In the event that your employment with the Firm terminates by reason of your voluntary resignation or cause within 12 months of your relocation, you will be required to reimburse to the Firm the relocation expenses incurred in relocating you (and, if applicable, your accompanying dependents). Please note that if such repayment obligation is satisfied during the same tax year in which the payment was made, you will only need to reimburse the firm for the net amount of the payment. However, if your repayment is made in the following (or subsequent) tax year, you will need to reimburse the firm for the gross (pre-tax) amount. You agree that the Firm may deduct such relocation costs from any monies owed to you by the Firm on termination of your employment or otherwise.

This offer and any employment with Goldman Sachs are conditional upon and your satisfactory completion of pre- and post-employment background, reference, credit, criminal, education and other checks, and your provision of an accurate MSRB G-37 certification regarding your prior contributions to any holder of or candidate for any state or local elected office.

Your employment will also be subject to various Goldman Sachs policies and guidelines, including issued applicable policies on HCMforYou. Additionally, our offer is made contingent on you not being subject to any obligation that would in any way restrict the performance of your duties with us as of your start date. There are also a number of employment prerequisites which are described in the Employment Requirements Attachment.

The firm may amend this agreement if necessary to comply with applicable law.

Employment with the firm is contingent on your eligibility to work in the United States. Although we cannot guarantee any particular result, the firm may assist you in attempting to obtain appropriate work authorization in the U.S. if such assistance is required. Immediately upon accepting this offer of employment, you should call HCM Global Mobility Services at (212) 902-4030, if you require U.S. immigration assistance, i.e., if you are not legally authorized to work in the United States; and/or if you now or in the future require sponsorship for employment visa status (e.g., H-1B visa status). Any delay in doing so may have a material impact on your ability to work for Goldman Sachs.

You must have the appropriate work authorization to commence employment and you will be required to provide documentation establishing your authority to work as specified by the law. Please also note that the firm may alter or withdraw this offer in the event that it determines, in its sole discretion that your work authorization status could interfere with your ability to perform the job for which you are being hired. Please indicate in the space provided below whether or not you will need US immigration sponsorship to obtain or renew work authorization or if you will commence employment in OPT.

From time to time the firm may require you to travel to another location other than your primary work location. The tax treatment of business visitors varies depending on the country and/or state visited and the terms of any double tax treaties in place. The firm does not protect or otherwise compensate business visitors for any tax and/or social security obligations that may arise from your time working outside of your primary work location and you will be responsible for any personal tax and/or social security payable in the location of travel. To the extent required by local law, the firm will withhold or deduct any applicable payroll taxes, social security or similar obligations from your compensation. You should also refer to the Global Business Visitor Tax Policy.

Your signature on this letter and its return to us will indicate your acceptance of our offer, your receipt of the Employment Requirements Attachment and your understanding of the terms and conditions on which our offer is based. This agreement replaces and supersedes all other agreements, written or oral, with respect to its subject matter. A copy of this letter is enclosed for your files.

We look forward to having you join the firm. If you have any questions, please feel free to contact me.

Sincerely,

DocuSigned by:

496FCCE83B2C467...

Deepa Bhavnani
Vice President

SIGNATURE

DATE

**Notice and Acknowledgement of Pay Rate and Payday
Under Section 195.1 of the New York State Labor Law**

Employer Information:

Name: *Goldman Sachs & Co. LLC*

Doing Business As (DBA) Name(s): *Goldman Sachs*

Physical Address of Main Office: *200 West Street, New York, NY, 10282 USA*

Mailing Address: *200 West Street, New York, NY, 10282 USA*

Phone: *212-902-1000*

Regular Pay Day:

You will be paid on a bi-weekly basis every other Wednesday. If a payday falls on a firm holiday, payment is generally made on the preceding business day.

Rate of Pay and Basis Thereof:

Annualized base salary rate of \$120,000.

Overtime Pay Rate:

This employee is exempt from overtime.

Allowances if any, claimed as part of the minimum wage, including tip, meal, or lodging allowances:

None

Employee Acknowledgment:

I affirm that I received and understand the terms and conditions set forth in this Notice and that my primary language is English. I understand that if English is not my primary language I can request to receive this notice in my primary language by contacting HCM Help 1-877-454-7426 (Toll Free) / 1-847-883-1048 (Toll).

Gregory Newbold

Print Employee Name

Employee Signature

Date