

CHANEL

April 6, 2018

Claira Smith

Dear Claira,

This is to confirm Chanel, Inc.'s ("Chanel" or "the Company") offer of an internship to you. The essential elements of this offer and the internship are as follows:

1. Your start date is expected to be Monday, June 4th 2018.
2. You will be paid on an hourly basis at a rate of \$13.00 per hour worked, less applicable taxes and withholdings for all hours worked during the regularly scheduled workweek up to 40 hours. You will not be paid for any company holidays in which you did not work. Your regularly scheduled work week will be 28 hours. You will be paid in accordance with the Company's customary payroll practices. The pay cycle is currently bi-weekly and you will receive your first paycheck on or about two (2) weeks after your start date.
3. In the event you work over 40 hours in a workweek, you will be entitled to overtime and be paid at the rate of one and one-half times the regular rate of pay for hours worked in excess of 40 hours in any one workweek. Under no circumstances should you work overtime absent prior written approval from your supervisor. However, if you do work overtime absent prior approval, you will be paid for it. Continued unapproved overtime could result in termination of your internship.
4. Employment Verification: Pursuant to federal law, this offer of employment is conditioned on your ability to provide satisfactory proof of your eligibility to work in the United States within three days of your first day of work.
5. You acknowledge and understand that an internship with Chanel shall not be deemed a promise of future employment.
6. You acknowledge that your internship with the Company shall, at all times, be on an "at---will" basis. This means that your internship relationship with the Company may be terminated at any time with or without notice, with or without good cause or for any or no cause, at either party's option.
7. Any necessary visa arrangements and expenses associated with the internship shall be your responsibility.
8. As an intern, it is recognized and agreed that you shall not be eligible to participate in any of the Chanel benefit plans, including but not limited to, Chanel's medical plans, its savings and investment plan or its pension plan. You shall not be eligible for any paid vacation or any other form of paid leave except as may be required by law.
9. You shall be provided practical experience and exposure to the luxury goods industry in the area to which you are assigned. Also, you will receive guidance and supervision by Chanel representatives as a benefit of your participation in the intern program.
10. In the course of your internship with Chanel, you will have access to and will acquire information relating to Chanel's business and that of its affiliates and related companies that provides Chanel (and its affiliates and related companies) with a competitive advantage (or that could be used to the disadvantage of Chanel (and/or its affiliates and related companies) by a competitor), that is not generally known by persons not employed by, interning at or otherwise associated with Chanel and that could not easily be learned or determined by someone

outside Chanel (all such information, the “Confidential Information”) and that the Confidential Information constitutes a valuable asset of Chanel (and its affiliates and related companies). You shall not, without the prior written consent of Chanel, while interning at Chanel or at any time thereafter, use or disclose or enable anyone else to use or disclose any Confidential Information (whether or not developed by you), except as may be necessary for the good faith performance of your duties as an intern for Chanel and for the sole purpose of furthering the interests of the Company. As used herein, the term “Confidential Information” includes, but is not limited to, trade secrets, know-how, business plans and strategies, personnel, legal, financial, sales, manufacturing, advertising, distribution, marketing, and research and development information, formulas, new products under development or consideration, patent applications, as well as information concerning Chanel’s suppliers, customers and other business relationships.

11. During the course of your internship with the Company, your duties may include preparation of various materials, designs, artwork, products, formulas, prototypes, works protected by intellectual property, and other creative works (hereinafter collectively referred to as “Works”). It is agreed that all such Works, whether written or otherwise, created by you, shall be deemed to be “works made for hire” as defined and used in the United States Copyright Act of 1976, as amended. You understand that since the Works are “works made for hire,” the Company will be deemed the “author” thereof for purposes of copyright and will solely retain and exclusively own all rights in such Works, including, but not limited to, the right of copyright.
12. You hereby acknowledge that all documents, files, records and other material created or received by you in connection with your internship shall belong to the Company and not to you personally. Upon the termination of your internship with the Company, for any reason, or, if sooner, upon the Company’s request, you shall promptly deliver to the Company all such documents, files, records and other materials, whether in hard copy or electronic form, in your possession, custody or control (whether prepared by you or others), including, without limitation, any such documents and files, records and other materials (regardless of form) and all copies thereof, that contain or constitute Confidential Information, as well as any and all other Company property and equipment in your custody, possession or control, including, without limitation, Company vehicles, car keys, identification cards, pass cards, computers, laptops, fax machines and cellular phones, and Company products, samples and testers.
13. You agree to promptly disclose to the Company or its designee any and all works, inventions, discoveries and improvements that are authored, conceived of or made by you, in whole or in part, while interning at the Company and that relate, in any manner, to the business or activities of the Company. Additionally, at any time upon the request of the Company, you agree to promptly and irrevocably assign to the Company or its designee any and all rights, title or interests worldwide, including, but not limited to the copyright and all renewals thereto, any moral rights and any and all causes of action that you may have in and to any and all works (including, but not limited to materials, designs, artwork, products, formulas, prototypes, works protected by intellectual property and other creative works), inventions, innovations, discoveries and/or improvements that are authored, conceived of or made by you, in part or in whole, during your internship with the Company. You further agree to execute any and all applications, assignments or other instruments that the Company shall deem necessary to apply for and obtain Letters Patent or Copyrights of the United States or any foreign country or to otherwise protect and secure the Company’s interest and ownership rights in and to the works, inventions, innovations, discoveries and/or improvements and to otherwise cooperate, at the Company’s expense, in any proceeding to enforce the Company’s rights in connection therewith. Your obligations herein shall continue in perpetuity and shall be binding upon your assigns, executors, administrators and other legal representatives. Should you fail to take such further steps or execute such further documents promptly upon request, the Company may, in your name and on your behalf, take such steps or execute such documents and make appropriate disposition thereof, and you hereby irrevocably appoint the Company as your lawful attorney-in-fact with full power to do so. This power of attorney is coupled with an interest and is irrevocable. Without limiting the generality of the foregoing, your obligations herein will survive termination of your internship with the Company.
14. You agree that while interning at the Company and continuing thereafter you shall not make or encourage the making of any statements, truthful or otherwise, orally or in writing, or take any actions or encourage the taking of any actions, which in any way disparage, or which could harm, the Company or any of its affiliates and related

entities and its and their respective officers, directors, employees and agents, including without limitation, the reputation and/or goodwill of any such entity or person.

15. In all aspects, your internship with Chanel will be subject to our Company's standard policies and procedures as applicable to interns as now in effect and as they may be amended, changed or discontinued at any time for any reason at the sole discretion of Chanel and such other applicable rules and regulation as may be adopted or amended at the sole discretion of Chanel during your internship.
16. You will be eligible to shop in the Chanel Company Store in New York office and in the Piscataway, NJ office, subject to limitations as set forth by the Company.

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If the above corresponds with your understanding of your internship with Chanel, please indicate that such is the case by signing this letter, keeping a copy for your files and returning the original to email hrservice.center@chanelusa.com. By signing this letter below, you acknowledge that no representations, inducements, promises or agreements, oral or otherwise, have been made to you regarding your internship with the Company and that you do not have any obligations that would conflict with your ability to intern for Chanel.

We are extremely excited that you will be interning with us and we look forward to an educational and mutually satisfying relationship.

Sincerely,

Donna Hart
Associate, People Operations

cc: Fanny Level

Understood and Accepted by:

Claira Smith

Name



Signature

04/06/2018

Date