



Industrial and Commercial Bank of China
New York Branch

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8/30/2021

Dear Tianbo,

We are pleased to extend your intern position with the Industrial and Commercial Bank of China Limited New York Branch ("the Bank"). Your internship extension term is from August 30, 2021 to October 1, 2021. You will be working in our New York office reporting to Jing Ning, Director of IT Department.

Your pay rate will be USD \$15.00 per hour based on 40 hours per week. You are non-exempt under the Fair Labor Standards Act (FLSA) and applicable New York State law. Overtime compensation will be provided at a rate of 1.5 your hourly wage for hours worked in excess of 40 hours in any work week. All amounts of compensation paid to you shall be paid subject to applicable taxes and deductions.

You will be subject to all rules and policies applicable to employees of the Bank generally or at your level or in your position. However, you will not be eligible to participate in all employee benefits plans and programs of the Bank generally applicable to employees at your level and in accordance with their terms.

Your intern employment with the Bank is and shall be "at-will", which means that it may be terminated by you or the Bank at any time for any reason, with or without notice. A termination notice of at least 2 weeks before the termination day from you would be required.

There is no guarantee of continued employment because of your internship with the New York Branch. If applicable to your case, it is our understanding that you will be authorized to accept this internship under U.S. Citizenship & Immigration Service (USCIS) regulations.

Sincerely,

Michelle Yu, Human Resources Executive Director

Signature: _____  _____ Date: 8/30/2021

Accepted and Agreed:

Name: Tianbo Song _____

Signature: Tianbo Song _____ Date: 08/30/2021