

any reason or no reason. The Company will similarly have the right to end its employment relationship with you at any time, with or without notice and with or without cause. You understand and agree that any representation to the contrary is unauthorized and not valid unless obtained in writing and signed by the Chief Executive Officer, the Executive Vice President of Human Resources or the General Counsel.


Please keep in mind that this offer will expire on May 11, 2019.

We are delighted to have you join us at Juniper Networks. Welcome Aboard!

Very truly yours,

Brian Robinson  
Senior Director, Talent Acquisition  
Juniper Networks, Inc.

I accept the terms of this letter and agree to keep the terms of this letter confidential.

 Signature - Vikas Sharma	05/03/2019 Date Signed
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Start Date: Tuesday, May 28<sup>th</sup>,

May 2, 2019

Vikas Sharma  
2534 Benvenue Ave  
Berkeley, CA 94704

Dear Vikas:

We are pleased to offer you the position of **Intern 2 Software Engineering** at Juniper Networks Inc. reporting to **PrasannaKumar Anandan Gajendran**. Your primary work location will be **Sunnyvale, CA Bldg B**.

This offer is contingent upon a successful background investigation.

The effective dates for this assignment are from 2019-05-28 through 2019-08-16, working a 40.00-hour week schedule.

Your offer is composed of the following components:

<u>Offer Component</u>	<u>Offer Amount</u>	<u>Currency</u>	<u>Frequency</u>
Base Compensation	26.00	USD	Hourly
Hiring Bonus	4,500.00	USD	One-Time

**Compensation:** In consideration of your services, you will be paid an hourly rate as mentioned above which will be paid bi-weekly less applicable taxes and deductions in accordance with the Company's normal payroll processing.

**Benefits:** As an Intern you are eligible to participate in U.S. employee benefit programs, including medical, dental, vision, sick time, or any other ancillary benefit offered by Juniper based on eligibility, except the 401K retirement program and vacation. As an Intern you will be entitled to participate in the Company's Employee Stock Purchase Plan, in accordance with the terms and conditions of that Plan.

**Hiring Bonus:** In lieu of relocation assistance, you will be offered a one-time bonus (less applicable withholding at the supplemental tax rate). This bonus will be paid to you with your first or second paycheck.

**Other Company Agreements:** Upon commencement of your employment, as a condition of your employment, you will sign the Company's Confidential Information and Invention Assignment Agreement, the Worldwide Code of Business Conduct and Ethics Acknowledgment and the Reporting Ethics Concerns Acknowledgement and Agreement.

**Confidentiality:** Except as required by applicable laws, neither party shall disclose the contents of this agreement without first obtaining the prior written consent of the other party, provided, however, that you may disclose this agreement to your attorney, financial planner and tax advisor if such persons agree to keep the terms hereof confidential.

For purposes of federal immigration law, you will be required to provide to JNI documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three business days of your date of hire with JNI, or our employment relationship with you may be terminated. Please bring the appropriate documents on your first day of employment.

This offer is contingent upon your obtaining the requisite immigration status and employment authorization.

In the event your employment includes frequent business travel, the time you spend working outside your home state may result in additional tax reporting and tax payment liabilities. Although JNI may pro-rate your state tax withholdings, it will be your responsibility to determine and comply with any resulting income tax obligations.

**At-Will Employment:** If you accept this offer, you understand and agree that your employment with the Company is for no specified period and constitutes "at will" employment. As a result, you will be free to resign at any time, for