

August 31, 2022

Nehmya Negash nehmya9217@gmail.com

Offer of Employment by Dropbox, Inc.

Dear Nehmya:

On behalf of Dropbox, Inc. ("Dropbox"), we are pleased to offer you full-time employment in Remote - US - Maryland, USA commencing on October 4, 2022, unless otherwise agreed to by you and Dropbox. Dropbox is a Virtual First company which means that your primary work experience will be remote. You will initially have the position of Software Engineer, Level IC1 and will initially report to the Senior Engineering Manager. The terms of this Agreement are as follows:

1. Compensation.

with D	Salary. Propbox'		_		y will	be S	\$117,	00.00) per	year,	paid i	in ac	ccord	ance
													_	

Bonus. You will be eligible to receive an annual bonus of 7.5% of your base salary, contingent upon Dropbox's annual performance and your annual performance rating. No bonus will be earned or received unless you're still employed on the payment date. If you have been employed by Dropbox for less than a year, any bonus earned will be prorated. If you start on or after November 1 of your starting year, you will not be eligible for the bonus for that year but will be eligible in future years, subject to the bonus policy.

Equity. We will recommend to the Dropbox Board of Directors (or its delegate) that you be granted restricted stock units ("RSUs") with an approximate current value of \$130,000.00 under Dropbox's equity incentive plan, with the number of shares granted to be determined by the average closing price of Dropbox common stock for the prior month (the "Grant"). The Grant will be subject to the terms of Dropbox's Equity Award Grant Policy, equity incentive plan, and the Restricted Stock Unit Agreement between you and Dropbox. This Grant is further subject to the Board's approval and the promise to recommend the approval does not create an obligation

¹ Nothing in this Agreement, including Section 9, requires that a change to your start date be in a writing signed by both parties. An electronic agreement to your new start date by both parties will be sufficient.



for Dropbox to issue any equity grant. Further details on the equity plan and will be provided upon the Board's (or its delegate's) approval of the Grant.

- 2. <u>Benefits.</u> You and your family members will be eligible to participate in Dropbox's standard employee benefits plans as they are provided to Remote US Maryland, USA employees to the extent that you meet their eligibility criteria. This Section 2 does not create any obligation on the part of Dropbox to adopt or maintain any employee benefit plan or program at any time. Dropbox may amend or terminate, any employee benefit plan or program at any time.
- 3. <u>Confidentiality.</u> As an employee of Dropbox, you will have access to certain confidential information of Dropbox and you may, during the course of your employment, develop certain information or inventions that will be Dropbox property. To protect Dropbox's interests, you will need to sign Dropbox's standard "Employee Invention Assignment and Confidentiality Agreement" ("EIACA") as a condition of your employment. We do not want you to, and we direct you not to, bring with you any confidential or proprietary material of any former employer or other party or to violate any other obligations you may have to any former employer or other party. You represent that your signing of this offer letter, agreement(s) concerning equity incentives granted to you, if any, and Dropbox's EIACA and your commencement of employment with Dropbox will not violate or conflict with the terms of any agreement currently in place between you and current or past employers or other parties.
- 4. <u>Duty Not to Compete.</u> During the period that you render services to Dropbox, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of Dropbox. You will disclose to Dropbox in writing any other employment, business or activity that you are currently associated with or participate in that competes or may compete with Dropbox. During the period that you render services to Dropbox, you will not assist any other person or organization in competing with Dropbox or in preparing to engage in competition with the business or proposed business of Dropbox.
- 5. At-Will Employment. If you decide to accept our offer, and we hope that you will, you will be an at-will employee of Dropbox, which means the employment relationship can be terminated by either you or Dropbox for any reason, at any time, with or without prior notice or cause. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective. Further, your participation in any equity or benefit program should not be regarded as assuring you of continuing employment for any period of time. Any modification or change in your at-will employment status may only occur by a written employment agreement signed by you and Dropbox's Chief Executive Officer or his delegate. Dropbox reserves the right to modify the terms of your employment, as well as any of the terms set forth in this letter or in any other policy, letter or agreement.
- 6. <u>Authorization to Work.</u> Within three business days after starting your new position you will need to present documentation demonstrating that you have authorization to work in the United States. This offer of employment will be void if you fail to timely provide such



authorization. If you have questions about this requirement, which applies to U.S. citizens and non-U.S. citizens alike, you may contact your supervisor.

Arbitration (Not applicable to Sexual Harassment or Discrimination Claims). Except as explained in this paragraph, you and Dropbox shall submit to mandatory and exclusive binding arbitration of any and all controversies or claims arising from, or relating to, your employment with Dropbox and/or the termination of your employment that are based upon any federal, state or local ordinance, statute, regulation or constitutional provision. The sole exceptions are claims for workplace sexual harassment and/or discrimination; claims under applicable workers' compensation law; unemployment insurance claims; actions seeking provisional remedies pursuant to California Code of Civil Procedure Section 1281.8 or equivalent laws in other jurisdictions; and/or claims expressly prohibited by law from being subject to binding arbitration (the "Excluded Claims"). While you're not required to arbitrate any of the Excluded Claims, you may choose to do so if you'd like once a dispute arises. It's entirely up to you.

Also, you agree to submit any of the Excluded Claims to pre-suit mediation before filing any civil action alleging such claim(s). This way, the parties will have an early opportunity to try and reach an amicable resolution of their dispute. The mediation will be with a mutually selected neutral mediator from JAMS and Dropbox will pay all reasonable mediation fees. If either Dropbox or you brings both arbitrable and non-arbitrable claims in the same or related action, both agree that the non-arbitrable claims shall be stayed until the conclusion of arbitration, to the extent allowed by law.

THE PARTIES HEREBY WAIVE ANY RIGHTS THEY MAY HAVE TO TRIAL BY JURY IN REGARD TO CLAIMS SUBJECT TO ARBITRATION UNDER THIS

AGREEMENT. You and Dropbox agree that the arbitrator shall have the sole authority to determine the arbitrability of all claims. You also agree that any arbitrable claims shall be resolved on an individual basis, and you agree to waive your right, to the extent allowed by applicable law, to consolidate any arbitrable claims with the claims of any other person in a class or collective action. This Agreement does not restrict your right to file administrative claims you may bring before any government agency where, as a matter of law, the parties may not restrict your ability to file such claims (including, but not limited to, the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Department of Labor). However the parties agree that, to the fullest extent permitted by law and consistent with this Agreement, arbitration shall be the exclusive remedy for the subject matter of such administrative claims. Such arbitration shall be governed by the Federal Arbitration Act and conducted through the American Arbitration Association in the city closest to your work location where the AAA has an office, before a single neutral arbitrator, in accordance with the employment arbitration rules in effect at that time; alternatively, the parties may mutually agree on a location for arbitration through the AAA. The AAA Employment Arbitration Rules and Mediation may be found and reviewed at http://www.adr.org and click on "Rules and Procedures." If you are unable to access these rules, please let the Recruiter know and they will provide you a hardcopy. The arbitrator shall issue a written decision that contains the essential findings and conclusions on which the



decision is based. You shall bear only those costs of arbitration you would otherwise bear had you brought a claim covered by this Agreement in court. Judgment upon the determination or award rendered by the arbitrator may be entered in any court having jurisdiction thereof.

- 8. <u>Background Check.</u> This offer and your employment are contingent upon satisfactory verification of criminal, education, and employment background. You will not be able to begin your employment until the verification has been completed, and this offer may be rescinded based upon information obtained from your background check, consistent with the applicable law.
- 9. <u>Complete Agreement</u>. This Agreement and the EIACA constitute the entire agreement relating to your employment and supersedes all prior offers, written or oral, with respect to your employment by Dropbox. Except as otherwise stated above, this Agreement may only be modified by an agreement in writing signed by both parties.
- 10. <u>Governing Law.</u> This Agreement, except to the extent governed by the Federal Arbitration Act, will be governed by the law of the state in which you work for Dropbox.
- 11. <u>Acceptance.</u> This offer will remain open until September 10, 2022 and is contingent upon you beginning continuous full-time employment by the commencement date above and in the location identified above. This offer, except to the extent governed by the Federal Arbitration Act, will be governed by Remote US Maryland, USA law. Your signature will acknowledge that you have read and understood and agree to the terms of this offer and any attachments.

We look forward to welcoming you to Dropbox.



Very truly yours,

Drew Houston
Chief Executive Officer

I have read and understood this offer letter and hereby acknowledge, accept and agree to the terms as set forth above and further acknowledge that no other commitments were made to me as part of my employment offer except as specifically set forth herein.

Nehmya Negash Date Signed

Dropbox, Inc. 1800 Owens Street Suite 200 San Francisco, CA 94158 dropbox.com

2022 Employee Benefits Guide



In order to truly work better together at Dropbox, we are committed to investing in the holistic health and well-being of all Dropboxers and their families. We've tailored our benefits to a Virtual First world, grouped into five pillars that represent the things that matter most.

These offerings do not constitute an acquired right. Dropbox reserves the right to amend, suspend or terminate program offerings at any time with or without notice, although we'll always strive to provide Dropboxers' with reasonable notice of any material change.

Regular employees who work at least 20 hours per week are eligible for benefits on their start date.



Essentials 😭



Revitalize &



Enlightened Work 🎐



You and Yours 🕌



The Whole Dropboxer



We invest in your wellbeing

As an organization, one of our top priorities is to maintain the health and wellbeing of our employees and their families. To achieve this goal, we are offering a robust and comprehensive program with a variety of options to best meet your needs.

ELIGIBILITY:

All employees working 20+ hours per week and their eligible dependents are eligible for benefits starting on their date of hire. Dependents can include your legal spouse, qualified domestic partner, and children (natural, adopted, stepchildren or qualified domestic partner's children)

PLEASE NOTE

The benefits illustrated in this guide are meant to serve as a summary of the benefits available under each carrier's plan.

Reference carrier plan summary for full benefit information. Should any discrepancies arise, the carrier's documents supersede these illustrations.

Essentials 😭

What every Dropboxer needs to live a healthy and secure life.

- · Medical, dental & vision
- · Retirement
- · Life & Disability
- · Modern Health coaching and therapy

Revitalize 🌿



Benefits that are the equivalent of pressing the "reset" button.

- · Flexible Time Off
- · Company-wide PTO days
- · Unplugged PTO
- · Recharge
- · Wellness Week
- · Peloton corporate wellness program

Enlightened Work 🗲



The things that make your work days that much better.

- · Flex Work (Core Collaboration Hours)
- · Virtual First
- · Internet/cell phone subsidy
- · Co-working space membership
- · Commuter expenses
- · Business travel benefits

You and Yours 🎎



Benefits that support you in supporting the ones you love.

- · Parental leave
- · Family leave
- · Lactation consultant (Healthy Horizons)
- · Backup adult and child care
- · Childcare network
- · Global Adoption / Surrogacy Policy

The Whole Dropboxer 🌃



The things that help Dropboxers better serve themselves and their communities.

- Discounts
- · Legal benefits
- · Military leave
- · Perks Allowance
- Fitness reimbursements
- Caregiver support
- Dependent emotional support
- Productivity and home office equipment

PLEASE NOTE

The benefits illustrated in this guide are meant to serve as a summary of the benefits available under each carrier's plan. Reference carrier plan summary for full benefit information. Should any discrepancies arise, the carrier's documents supersede these illustrations.



Health	
Medical	Anthem PPO 250, Anthem HDHP 2800, Kaiser HMO (CA), Kaiser HDHP 2800 (CA), Kaiser HMO (H
Dental	Guardian Dental PPO
Vision	Guardian Vision
401(k)	
Retirement	Vanguard 401(k) plan 100% matching up to a total of \$6,000 annually with a quarterly cap of \$1,500
Pre-tax benefits	
Commuter	Pre-tax account for parking and transit, Navia Benefit Solutions Monthly Pre-Tax Transit Amount: \$280 Monthly Pre-Tax Parking Amount: \$280
Healthcare FSA	Pre-tax account for health care, Navia Benefit Solutions Annual Maximum: \$2,850
Limited Purpose FSA	Pre-tax account for health care (to be used in conjunction with HSA), Navia Benefit Solutions Annual Maximum: \$2,850
Dependent Care FSA	Pre-tax account for dependent care (daycare), Navia Benefit Solutions Annual Maximum: \$5,000
Health Savings Acct (HSA)	Pre-tax savings account to use on eligible medical expenses Paired with the Anthem HDHP 2800 or Kaiser HDHP 2800 medical plan Annual contribution limit for individual coverage: \$3,650 • Dropbox contributes \$58.34 per pay period Annual contribution limit for family coverage: \$7,300 • Dropbox contributes \$116.66 per pay period
Income Protection	
Life/AD&D Insurance	Guardian 2 x Salary up to \$1,000,000
Global Survivor Benefit	In the event of an active employee death, Dropbox provides surviving families with a cash payment to help alleviate the immediate financial burden
Voluntary Life Insurance	Guardian voluntary life insurance for employees & families Note: You may be prompted to fill out an Evidence of Insurability (EOI) form & submit to the carrier directly for coverage approval. Review plan summary for details
Short Term Disability	The Larkin Company 60% of salary up to \$2,500 per week while approved by a treating physician
Long Term Disability	Guardian 60% of salary up to \$15,000 per month while approved by a treating physician



Wellbeing Benefits

Anthem Future Moms	Program to help mothers-to-be have healthier pregnancies
Anthem LiveHealth Online	24/7 video visits with a doctor from your computer or mobile device
One Medical	Sponsored annual membership to concierge health care provider
Fond	Employee discount program
Kaiser Thrive Maternity	Program to help mothers-to-be have healthier pregnancies
Kaiser Video Visits	See your doctor from wherever you are 24/7
Progyny	Fertility benefits for Anthem members
Modern Health	8 therapy + 8 coaching sessions per year for you and your dependents, plus access to Modern Health's mental wellbeing platform

Medical Plan (In-Network Details)

Plan name	Office visit copay	Single/family deductible	Single/family out-of-pocket max	Coinsurance	Prescription drugs
Anthem PPO 250	\$20	Single: \$250	Single: \$2,250	10%	Tier 1: \$5
		Family: \$750	Family: \$4,500		Tier 2: \$25
					Tier 3: \$40
					Tier 4: \$45
Anthem HDHP 2800	\$0	Single: \$2,800	Single: \$3,425	0%	Tier 1: \$10
	(after deductible)	Family: \$5,600	Family: \$6,850	(after deductible)	Tier 2: \$30
					Tier 3: \$50
					Tier 4: 30% up to \$150
Kaiser HMO (CA)	\$20	Single: \$0.00	Single: \$1,500	None	Tier 1: \$10
		Family: \$0.00	Family: \$3,000	None	Tier 2: \$25
					Tier 3: \$25
					Tier 4: \$25
Kaiser HDHP 2800 (CA)	\$0	Single: \$2,800	Single: \$3,425	0%	Tier 1: \$0
	(after deductible)	Family: \$5,600	Family: \$6,850	(after deductible)	Tier 2: \$0
					Tier 3: \$0
					Tier 4: \$0
Kaiser HMO (HI)	\$15	None	Single: \$2,500	None	Tier 1: \$3
	(after deductible)		Family: \$7,500		Tier 2: \$10
					Tier 3: \$45
					Tier 4: \$200

Dental Plan (In-Network Details)

Plan name	Deductible	Annual benefit max	Orthodontia (lifetime max)
Guardian Dental PPO	\$50	\$3000	Adult and Child, \$2,000

PLEASE NOTE - The benefits illustrated in this guide are meant to serve as a summary of the benefits available under each carrier's plan.

Reference carrier plan summary for full benefit information. Should any discrepancies arise, the carrier's documents supersede these illustrations.



Vision Plan (In-Network Details)

Plan name	Exam co-pay	Frames and lenses co-pay	Contacts Allowance	Frame Allowance	Frequency
Guardian Vision	\$10	\$25	\$250 (in lieu of frames)	\$250	Every 1 Calendar Year

Monthly contributions: What you have to pay each month

Medical plan	Employee only	Employee + spouse	Employee + child(ren)	Employee + family
Anthem PPO 250	\$37.16	\$222.96	\$148.64	\$390.16
Anthem HDHP 2800	\$0.00	\$175.64	\$117.10	\$307.36
Kaiser HMO (CA)	\$25.08	\$150.44	\$125.38	\$250.74
Kaiser HDHP 2800 (CA)	\$0.00	\$129.30	\$107.74	\$215.50
Kaiser HMO (HI)	\$12.75	\$76.50	\$63.75	\$127.49
Dental plan				
Guardian Dental PPO	\$2.76	\$13.70	\$18.88	\$32.58
Vision plan				
Guardian Vision	\$0.60	\$2.15	\$2.26	\$5.48

Revitalize 🌿



Time Off

Vacation	Flexible PTO policy (non-exempt employees accrue 18 vacation days + 2 floating holidays per year)
Holidays	11 paid holidays per year
Volunteer Time Off	4 days per year
New Child Leave	Up to 24 weeks of paid leave at birth or adoption for all parents welcoming a new child
Paid Family Leave	Up to 12 weeks to care for seriously ill family member
Company-wide PTO Days	An additional PTO day each month to give everyone a chance to step away from work and fully recharge

Enlightened Work 🗲



Global

Business Travel Policy	Protection against accidents or emergencies when traveling more than 75 miles from home or to another country while on a business trip
Perks Allowance	Dropbox provides an allowance of up to \$7,000 per year (\$1,750 per quarter), for the perks that matter to you most, whether that's wellness, caregiver support, learning, ergonomics, or more.
	Please note your reimbursement taxation is determined by the item or service being reimbursed and your local tax laws.

You and Yours 🕌



New Parent

Lactation Support $\label{lem:consultant:power} \mbox{Access to a lactation consultant: up to three one-hour complementary telephone and/or video}$ consultations per Dropboxer or partner

PLEASE NOTE - The benefits illustrated in this guide are meant to serve as a summary of the benefits available under each carrier's plan. Reference carrier plan summary for full benefit information. Should any discrepancies arise, the carrier's documents supersede these illustrations. Adoption/Surrogacy Assistance Dropbox reimburses up to \$25,000 per child/\$50,000 lifetime (or local equivalent) for adoption and

surrogacy related expenses

Care@Work

Subsidized backup care and a free premium membership to care.com

The Whole Dropboxer

Wellbeing Benefits

Rocket Lawyer Peloton Sponsored membership for online legal support & resources Dropbox sponsored membership to Peloton platform

Getting started with your enrollment

It's time for you to choose your benefits coverages for 2022!

Whether you are a new hire, making open enrollment elections, or processing a qualifying life event, you will make all these updates by signing into your benefits portal online.

Log in to your benefits portal at drl/Workday

Questions or having problems with enrolling?

Your Employee Advocate is available to answer your benefits questions.

Never feel lost when it comes to using your benefits. Our team of Employee Advocates are dedicated to make sure you get the support you need. They are here to help you navigate the benefit process and even help with complex claims issues.

Key Contacts

Employee Advocate

Mon - Fri 8:30am - 5:00pm pst

E-mail: dropbox@help.sequoia.com

Phone: (888) 336-4672

The Fine Print

You can find all legal disclosures in drl/benefits for online access

Notice of Privacy Practices

Premium Assistance under Medicaid and the Children's Health Insurance Program (CHIP)

Women's Health and Cancer Rights Act (WHCRA)

Statement of Rights under the Newborns' and Mothers' Health Protection Act (NMHPA)

Special Enrollment Notice

Looking To Learn More?

Helpful guides and more are available online at sequoia.com/resources

Dropbox Resources

Check out drl/benefits for up-to-date details on your benefits and perks

Email:

benefits@dropbox.com

Equity at Dropbox



Dropbox grants equity in restricted stock units (RSUs). RSUs represent a promise to issue shares of Dropbox stock at future points in time, based on continued employment at Dropbox through each vesting date.

Within this guide, you'll find everything you need to know about equity scheduling, key terms, and comparing offers.

A reference guide for candidates [Version: December 2021]

Equity scheduling



Key terms 🔑



Comparing offers \mathbb{Q}



Equity scheduling

New Hire Equity Grant Schedule

Month of Start Date	Grant Date	Month Used for Avg. Stock Price	Vesting Commencement Date
January 2022	March 1, 2022	February 2022	
February 2022	April 1, 2022	March 2022	February 15, 2022
March 2022	May 1, 2022	April 2022	
April 2022	June 1, 2022	May 2022	
May 2022	July 1, 2022	June 2022	May 15, 2022
June 2022	August 1, 2022	July 2022	
July 2022	September 1, 2022	August 2022	
August 2022	October 1, 2022	September 2022	August 15, 2022
September 2022	November 1, 2022	October 2022	
October 2022	December 1, 2022	November 2022	
November 2022	January 1, 2023	December 2022	November 15, 2022
December 2022	February 1, 2023	January 2023	

New Hire Equity Award Example Timeline

July 1, 2022	Offer Made to Candidate Offer includes a target equity value of \$50,000
July 26, 2022	First Day of Employment
August 15, 2022	Equity Award Approved by Stock Committee: Vesting Commencement Date The Stock Committee approves the target grant value Equity will start vesting quarterly from this date
September 1, 2022	Equity Grant Date The number of RSUs granted is calculated by dividing the target value by the average stock price for the prior month. For example, if the average closing price for Aug 2022 = \$25.00 then the number of RSUs granted is 2,000 (\$50,000 target value / \$25.00 average stock price)
November 15, 2022	1st Vesting Date
	1/16th of new hire grant (125 RSUs) vest
February 15, 2023	2nd Vesting Date
	1/16th of new hire grant (125 RSUs) vest
May 15, 2023	3rd Vesting Date
	1/16th of new hire grant (125 RSUs) vest

· Shares continue to vest on a quarterly basis (125 RSUs per quarter, in this example)

Remember...

- Equity is typically granted 2 months following the month you started, on the 1st of the month.
- Employees can view equity awards in Shareworks about 1 week <u>after</u> the grant date.
- Employees must be employed by Dropbox on the vesting date to receive the shares.
- Eligibility for a refresh award does not guarantee a refresh award. Actual awards will vary subject to performance, budgets, and manager discretion.
- Dropbox's compensation programs are subject to change in the future.
- Consult a financial advisor for all tax related questions.

Important Dates

- Employees hired on or after November 1, 2022 are <u>not eligible</u> for a refresh grant in the 2022 SPRiTEs review process (taking place in Q1 of 2023)
- Employees hired during 2022 and before November 1 are <u>eligible</u> for a prorated equity award in the 2022 SPRiTEs review process (taking place in Q1 of 2023)



New Hire Grant	 1/16th, or 6.25%, vests quarterly from the vesting commencement date, over a 4-year period. Target value is based on job function and level; we target above-market of our peers and competitors.
Refresh Grant	 Refresh grants vest quarterly over a 4-year period. Actual refresh grants are based on performance, potential, budget, and lead input. All employees hired before the cutoff are <i>eligible</i> for refresh grants, but <i>awards are not guaranteed</i>.
Promotion Grant	 Promotion grants vest quarterly over a 4-year period. Target value reflects the difference in target value of prior role vs. current role (for Diet SPRiTEs).
Grant date	• The date equity is granted. Employees can view equity grants in Shareworks -1 week after grant date.
Vesting commencement date (VCD)	The starting date of the vesting schedule—typically differs from grant date.
Vesting schedule	The schedule that outlines the dates that each tranche of a grant vests (e.g., quarterly over 4 years).
Grant date value	The actual value at the time of grant (generally = price x number of RSUs).
Vesting value	The estimated value of equity vesting within a defined period; this value fluctuates with the stock price.
Dropbox equity	Represents an ownership stake in Dropbox; once vested, holders of Dropbox equity are shareholders.
Restricted stock unit (RSU)	A restricted stock unit represents the right to receive company shares subject to vesting requirements.
Stock Option	The right, but not the obligation, to purchase shares at a certain price subject to vesting requirements. Note: Dropbox currently awards RSUs vs. Stock Options

Comparing offers •

If you are comparing equity offers, remember...

The differences between public company equity vs. private company equity:

- It is more challenging to value private company equity because it is not publicly traded on an exchange.
- Public company equity is liquid. Once vested, you are generally free to sell at any time. Privately held equity requires liquidity event (e.g., IPO or tender offering).
- Private companies generally offer higher equity awards in lieu of lower salary/no bonuses.

Do you currently hold stock options or RSUs? Here are the differences:

- RSUs have value regardless of the stock price; employees may still realize value even if our stock price declines.
- Stock options have no value when the stock price is below the strike price (i.e., underwater) and may vest/expire without any value having been realized.

We don't provide a calculator or equation for equity calculation and we don't model future equity values for candidates. The value will fluctuate based on our stock price performance.

The value of equity awards depends on Dropbox performance and when each individual decides to sell their shares. This is a personal financial decision and we do not advise candidates or employees on tax/personal finance.

Still have questions?

Reach out to your recruiter.