



Corporate Headquarters  
1 Mauchly – Irvine, CA 92618

To: Tiannan Yang

Date: March 3, 2017

Subject: 2017 Merit Increase

Dear Tiannan,

Thank you for all of your hard work during 2016. I'm pleased to inform you that your manager has recommended you for a merit increase. Our continued success depends on the quality work that people like you deliver, and on making the Ten-X Way an integral part of the way we conduct our business. I know I can count on you for both of those.

Effective February 13, 2017 you will receive a \$7,300.00 merit increase – making your new annual salary \$100,000.00. This pay increase will be reflected in your paycheck on March 10, 2017.

The future for Ten-X remains very bright, and I am excited about what it holds for us as an organization! As I mentioned during the recent All Hands broadcast, 2017 is a critical year for our company, and our success will depend on our collective efforts to execute our Game Plan.

I look forward to our continued growth and your continued positive contributions as we set out on our mission to transform the way everyone buys and sells real estate.

Cheers!

A handwritten signature in black ink that reads "Tim Morse". The signature is written in a cursive, flowing style.

Tim Morse, Chief Executive Officer