

MEMORANDUM

TO: Kai Zhen
FROM: Nathan Susanj
DATE: November 14, 2024
SUBJECT: Position Location Change

As we discussed, Amazon has decided to relocate your position as Sr. Applied Scientist (L6) to our PIT10 location, a division of Amazon.com Services LLC based in Pittsburgh, PA. This letter clarifies and confirms the new terms of your employment with the Company. Except as specifically stated below, all of your current terms and conditions of employment remain unchanged.

Start Date and Salary

We will work with your current manager Nathan Susanj to determine your start date. Your salary will be \$196,305, payable in accordance with the Company's standard payroll practice, and subject to applicable withholding taxes. Because your position is exempt from overtime pay, your salary will compensate you for all hours worked. You will maintain your current eligibility for a performance assessment and salary adjustment. Ordinarily this process occurs each April.

Current Equity

The terms of your existing equity grants of Amazon.com, Inc. Stock Options and/or Restricted Stock Units (RSUs) will remain unchanged. This transfer will have no impact on your vesting dates.

Confidentiality, Noncompetition and Invention Assignment Agreement

As a condition of your transfer to this new position, you may be required to sign a new NDA. When a new NDA is not required, you continue to be bound by the Confidentiality, Noncompetition and Invention Assignment Agreement (the "Agreement") you signed when you were hired by the company.


Employment at Will

Nothing stated in this memo alters your employee-at-will status.

Best Regards,
Nathan Susanj
Applied Science Manager

ACCEPTANCE

I agree to and accept the terms set forth above.



Signature, Kai Zhen

11/14/2024

Date