



December 9, 2023

RE: Employment of Kai Zhen at Amazon.com Services LLC

To Whom It May Concern,

We write to confirm the current full-time employment (40 hours per week) of Kai Zhen by Amazon.com Services LLC as a Applied Scientist II at our facilities in Virtual Location - Indiana, IN. Kai Zhen was hired on April 19, 2021. Kai's base pay is \$166,600.00 per year.

Amazon employees may work an increased amount of hours as business need dictates particularly during peak season.

In addition to base pay, all applicable full-time employees receive Restricted Stock Units (RSUs) as part of their total compensation package. This is compensation subject to approval by the Board of Directors and will continue to be a part of the compensation package going forward. Please obtain the RSU Award Agreement from the employee specifying the number of shares and vesting dates.

Furthermore, we can confirm that the employee's payroll breakdown from the last 3 year(s) as of November 24, 2023 is as follows:

Year	Base Pay	Overtime	Stock-Based Compensation	Bonus	Total
2023	\$152,153.81	\$0.00	\$107,298.40	\$29,917.56	\$289,369.77
2022	\$159,053.90	\$0.00	\$12,158.71	\$106,291.43	\$277,504.04
2021	\$103,654.02	\$0.00	\$0.00	\$73,736.28	\$177,390.30

If an employee enrolls in Domestic Partnership Health Coverage, the Company makes a contribution towards domestic partner and/or domestic partner's child(ren) health coverage. The Company's contribution amount towards domestic partner and/or domestic partner's child(ren) is considered to be imputed income. Please obtain pay statements from the employee to review any amounts of imputed income.

Kai's home address as listed in our records is:

414,W Northlane Dr  
Bloomington, IN 47404  
USA

If you have any questions, please do not hesitate to contact us at 888.892.7180.

Sincerely,  
Employee Resource Center  
Amazon.com, Inc.