

20 Oct 2022

Yaswanthi Tupakula  
E905346

Congratulations on your Domestic - US/Canada relocation. It's an exciting next step in your career, and we look forward to working with you to ensure a smooth transition.

Let's start with a summary of your key transfer details:

**ASSIGNMENT TYPE:** DOMESTIC - US/CANADA  
**HOME LOCATION:** COLUMBUS, OHIO, UNITED STATES  
**HOST LOCATION:** PLANO, TEXAS, UNITED STATES  
**HOST MANAGER:** SARAVANAN SELVARAJ:E160361  
**HOST LEGAL ENTITY:** JPMORGAN CHASE BANK, N.A.  
**JOB LEVEL / TITLE:** ASSOC  
**ESTIMATED START DATE (SUBJECT TO IMMIGRATION):** 01 NOV 2022

In the following pages, you will find terms and conditions of your transfer, reimbursement agreement and relocation assistance. You will transfer to the PLANO, TEXAS, UNITED STATES as a local permanent transfer and the terms of your new location will apply, except for those modified in this letter and the accompanying documents.

**IMPORTANT: We must have your signature on this letter** before we can process your relocation benefits.

**To keep this process moving ahead**, please take a moment now to:

1. Read this letter and all accompanying documents
2. Sign and date this letter below; and
3. Upload all pages of the signed letter to the [Global Mobility Employee Portal](#)

Thank you for your prompt attention to this request.

Kai L Craig:F045497, Global Mobility Advisor  
+16142137453  
kai.l.craig@jpmchase.com

I acknowledge and accept the terms and conditions of my transfer as presented in this letter and the accompanying documents.

Signature

*yaswanthi tupakula*

Yaswanthi Tupakula

Date

10/24/2022

It's important to understand the **terms and conditions** of your transfer. Please take a moment now to read these pages carefully.

<p><b>Employment Status</b></p>	<p>You will be transferring as an employee of JPMorgan Chase Bank, NA, and the terms and conditions of your employment with JPMorgan Chase Bank, NA will apply, except as modified in this document, subsequent addenda, or required by law. JPMorgan Chase Bank, NA reserves the right to revise the terms and conditions of this agreement, or to terminate the agreement, at any time.</p>
<p><b>Payroll</b></p>	<p>As of your transfer date, you will be paid through the local payroll in your new location, in accordance with the local payroll schedule.</p>
<p><b>Medical and Dental Coverage</b></p>	<p>As of your transfer date you will be eligible to participate in the local medical and dental plans. You must enroll within your new locations defined period of time from your transfer date.</p> <p>For more information, visit me@jpmc for your new location Human Resources policies and benefits. (To view your new location policies, reset your profile by clicking on your name in the upper right corner of the Company Home page, selecting 'Personalize', and then updating the 'Location' box for your new location.)</p>
<p><b>Human Resources Policies</b></p>	<p>You will follow the Human Resources policies for your new transfer location.</p>
<p><b>Termination of Employment</b></p>	<p>You expressly agree that, if you voluntarily resign or involuntarily terminate for a violation of the Code of Conduct, you will receive no relocation or travel assistance and you will be solely responsible for bearing the costs associated with your (and any accompany family member's) repatriation. Any benefits due to you under this agreement automatically cease upon the termination of your employment.</p> <ul style="list-style-type: none"> <li>• <b>Reimbursement Obligation</b></li> </ul> <p>In the event that you voluntarily resign or terminate for a violation of the Code of Conduct prior to the completion of the second anniversary of the assignment start date, you agree to reimburse JPMorgan Chase within 10 days of your termination for any and all relocation expenses incurred on your behalf.</p> <ul style="list-style-type: none"> <li>• On or before first anniversary of transfer 100%</li> <li>• During second year following transfer 50%</li> </ul> <p>Your reimbursement obligation will be a continuing legal obligation that will not be extinguished upon the termination of your employment at JPMorgan Chase, but will only be satisfied upon receipt of payment in full of such funds by JPMorgan Chase. You authorize JPMorgan Chase to deduct any amounts that you owe in this regard from any salary or other payment of any kind owed to you by JPMorgan Chase.</p> <p>Additionally, 100% repayment of relocation expenses is required from prospective employees who do not satisfactorily complete pre-employment processing or who, for whatever reason, do not commence employment with JPMorgan Chase, as well as employees who receive relocation funds but do not relocate and who incur expenses which are not covered by, or deemed appropriate under the relocation policy, as determined in the sole discretion of JPMorgan Chase</p>

**Addendum (B) Summary of Relocation Assistance**

Your relocation package details are located on the [Global Mobility Employee Portal](#)

<i>Provision</i>	<i>Coverage</i>
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**One-time Reimbursements or Services**

**Relocation Lump Sum**

You will be eligible for a cash lump sum payment of 10000.00 USD to assist with incidental expenses incurred in both home and host locations associated to the move. It is intended to cover a variety of relocation expenses including but not limited to: ground transportation, new appliances, expenses associated with securing passports, excess baggage and miscellaneous expenses.

**Tax Assistance**

You will be responsible for all actual taxes arising on company income, other than relocation benefits, as well as any non-company income. The Firm will be responsible for actual taxes arising on relocation benefits.

Note: JPMorgan Chase will not reimburse you for any costs that may be charged by your receiving location bank for your relocation reimbursements.