



Date: 04/02/2021

Attention: Eshwar Nag Lanka

Santa Clara, CA 95054
United States of America

Congrats!

As part of Expedia Group (the “Company”), Expedia, Inc. is excited to present you with this offer for the position of Software Dev Engineer I, based on your impressive skills and experience. This letter summarizes compensation, benefits and legal aspects of your employment. Please sign and return as soon as possible.

Offer Summary:

- This offer is for the position of Software Dev Engineer I, based in Seattle, Washington, reporting to Harita Tipparaju.
- Your start date is 04/26/2021. You will receive more details about your first day in a follow up communication.
- Your starting annual base salary will be \$113,000.00 and paid bi-weekly.
- Your signing bonus is \$10,000.00.
- Expedia Group offers a **benefits program** that includes paid time off, insurance coverage, 401K plan, travel benefits and many more. Further details of the benefits program and eligibility details will be provided upon starting. You are eligible to receive benefits from your first day of employment.

Before you sign this offer please understand:

- Offer details (below)
- At Will Employment and Restrictive Covenant Agreement (included with this offer)
- Relocation support

This offer letter, together with your employment agreement, contains the entire agreement between you and the Company as to the subject matter herein and supersedes all prior written and oral communications. No waiver or modification of any of these terms will be binding unless in writing and signed by an officer of the Company.

Offer Details:



As a condition of commencing employment in your new position, you will be required to sign the At-Will Employment and Restrictive Covenant Agreement submitted to you with this offer. Please examine its terms carefully, as it includes provisions regarding ownership of intellectual property, confidentiality of Company information, and post-employment non-competition and non-solicitation provisions. The employment agreement terms are not negotiable, and you should discuss any legal questions or concerns with your own counsel prior to accepting the position.

The Company has extended this offer to you based upon your general knowledge, background, experience and skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other confidential information. You must not disclose to the Company or use in your employment with the Company any confidential or proprietary information or trade secrets of any current or prior employer. This offer is contingent upon satisfactory background check results.

Base Pay:

The Company offers you an annual base salary, paid bi-weekly, less applicable taxes and appropriate payroll deductions. Currently, our performance evaluation process provides for an annual merit increase opportunity, and any increase would be based on individual and Company performance. Your first performance evaluation and salary review will be determined based on your start date, and any subsequent eligibility for salary review will occur according to the performance evaluation timetable in place for Company employees at that time.

Benefits:

The Company offers benefit programs that include medical and dental insurance coverage, paid time off benefits such as vacation each year, and the opportunity to participate in a 401(k) savings plan, provided all eligibility requirements for plan enrollment and participation are continuously met. Further details of the Company's benefit programs and eligibility criteria will be provided to you as part of the employment onboarding process. All benefits are subject to the terms and conditions of the applicable plan. The Company reserves the right to modify, revise, interpret and terminate any specific benefit program at any time.

Signing Bonus:



The signing bonus will be paid to you within your first month of employment with the Company. Please note that this signing bonus will be reported as income to you, and payroll taxes will be withheld. Should you leave the Company of your own volition, or should your employment be terminated for Cause (as defined below) prior to completing 12 months of employment, you will be required to repay to the Company the full bonus amount, pro-rated for each full calendar month of service completed. By your signature below, you authorize the Company, to the extent permitted by state law, to withhold this amount from any monies the Company otherwise owes you in the event the signing bonus becomes repayable under this paragraph. You are responsible for the fees and costs associated with recovering any amounts due more than 30 days after your employment ends. For purposes of this letter, "Cause" shall include, without limitation: (i) any act of dishonesty or disloyalty; (ii) any material misrepresentation made by you in connection with your application or employment; (iii) your failure to achieve acceptable performance levels; (iv) any material breach of any Company policy; (v) any material breach of your employment agreement with the Company; or (vi) any material misconduct with respect to the Company's business or affairs.

Work Authorization:

This offer is contingent on your providing the Company with documents demonstrating your authorization to work in the United States, as required under federal regulations.

Relocation:

The Company will provide you with a Lump Sum allowance of \$7,500 to assist with the relocation expenses you will incur. This allowance will be paid to you within your first month of employment, is considered taxable income and will be included in your W-2 wage statement. The Company will gross up the amount listed above to help cover the taxes associated with this allowance.

In the event of a voluntary termination of employment with the Company for any reason, or should your employment be terminated for cause, if the termination date is prior to completing twelve (12) months of employment, you will be required to repay a pro-rated portion of the relocation costs (including tax gross ups). Your acceptance of this offer is also an acceptance of this repayment obligation.

We look forward to your success here at Expedia Group. If you have any questions, please contact me.

Best,

DocuSigned by:

C313E02A63CD450...



Mathangi Sivasubramanian, Talent Advisor
Authorized Company Representative

Your Signature:

Acceptance and Agreement:

I indicate my acceptance of employment by the Company upon the terms set forth in this offer letter by electronically signing this offer letter in the manner prescribed in the on-line system. I understand that the terms of this offer letter shall be effective as to the Company and myself upon my electronic signature.

DocuSigned by:
Eshwar Nag Lanka
948D4B2F1408483...

Eshwar Nag Lanka

4/3/2021

Date



At-Will Employment and Restrictive Covenant Agreement

AT-WILL EMPLOYMENT AND RESTRICTIVE COVENANT AGREEMENT

In consideration of the confidential, proprietary and trade secret information provided to me, the employment and training offered to me, and the additional compensation and other consideration now and hereafter provided to me by the Company by whom I am employed, which is Expedia, Inc., a Washington corporation, or one of its Affiliates (individually and collectively the "**Company**"), I agree to the following terms and conditions of this At-Will Employment and Restrictive Covenant Agreement (the "**Agreement**") which shall be effective upon the date of my signature.

1. **Employment Terminable At Will.** I acknowledge and agree that my employment with the Company is not for any specific or minimum term, and that it is terminable at will by either party at any time, for any reason or no reason, with or without cause, and with or without notice. Any prior representations to the contrary are void and superseded by this Agreement. My at-will status may only be modified by a formal written "Employment Contract" signed by me and an officer of the Company containing language expressly stating the Company's agreement to modify the terms of this Agreement. I further acknowledge that the Company may modify job titles, salaries, and benefits from time-to-time as it deems necessary in its sole discretion.

2. **Best Efforts/Conflicting Interest/Company Policies.** I will diligently perform my assigned duties and devote my professional working time entirely to such duties and to furthering the best interests of the Company using my best efforts, consistent with the Company's code of conduct and all other policies applicable to my role. I represent that I have no agreements, relationships, or commitments to any other person or entity that conflict with my obligations to the Company under this Agreement or my ability to become employed and perform the services for which I am being or have been hired by the Company. In that regard, if I have signed a confidentiality agreement, non-competition agreement or similar type of agreement with any former employer, I will comply with the terms of such agreements as required under applicable law. During the time period during which I am employed by the Company, I will not engage in any work, employment, business, activity or investment that (a) conflicts with the Company's business interests, (b) occupies my attention so as to interfere with the proper and efficient performance of my duties for the Company, or (c) interferes with the independent exercise of my judgment in the Company's best interests. I acknowledge that the Company will require me to adhere to all corporate policies applicable to my position, including in the company's code of conduct, presently known as the Boarding Pass.

3. **No Right of Privacy.** All materials, data and information stored on Company-owned or leased property or equipment is the property of the Company and is subject to access by the Company at any time without further notice. I should have no expectation of privacy as it relates to transmission or storage of electronic information or the use of technology, equipment, work space or my use of any other property of the Company.

4. **Non-Disclosure.** I understand that during my employment I will have access to Confidential Information. For purposes of this Agreement, "**Confidential Information**" means all data and information in whatever form, tangible or intangible, that is not generally known to the public as a result of legitimate disclosure or availability and that relates to the internal business, technology, practices, products, marketing, sales, services, finances, or legal affairs of the Company, or any third party doing business with or providing information to the Company, including without limitation: Inventions (as defined below); information about actual or prospective customers, suppliers and business partners; business, sales, marketing, technical, financial and legal plans, proposals and projections; pricing; incentives; cost structure; concepts, techniques, processes, methods, systems, designs, programs, code, formulas, research, experimental work and work in progress, and any compilations of data or information that derives competitive value from how it is compiled, including without limitation manuals or on-line procedures and processes and any other information identified by the Company as confidential. "**Affiliate**" shall mean any person, partnership, joint venture, corporation or other form of enterprise that, directly or indirectly, through one or more intermediaries, is controlled by, controls, or is under common control with the Company. Except as expressly agreed by the Company, or otherwise required or permitted by law, regulation, or government agency directive, during my employment and at all times thereafter, I will not disclose to anyone outside the Company or use for any purpose, including in any business, work, task or employment, other than in connection with my work for the Company: a) any Confidential Information of the Company; or b) any information the Company has received from others that is required to be treated as confidential or proprietary. I will not disclose Confidential Information to other employees except on a "need-to-know" basis, and I will not disclose third party Confidential Information except as permitted by law, or by any applicable agreement between the Company or Affiliate and the third party. Except as provided below, I agree to provide timely and sufficient notice to the Company to allow it to object and/or participate in any proceeding or communications relating to any legal requirement to provide Confidential Information as described above. I further agree that during my employment, I will not improperly use, disclose, or induce the Company to use any proprietary information or trade secrets of any former employer or other person or entity with which I have an obligation to keep confidence, and that I will not bring any such third party confidential, proprietary or trade secret information onto the Company's premises or transfer such information into the Company's technology systems. I understand that nothing in this Agreement shall in any way limit or prohibit me from engaging for a lawful purpose in any Protected Activity. For purposes of this Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with, any state, federal, or other governmental agency, including the Securities and

Exchange Commission, the Equal Employment Opportunity Commission, and the National Labor Relations Board. Notwithstanding any restrictions set forth in this Agreement, I understand that I am not required to obtain authorization from the Company prior to disclosing information to, or communicating with, such agencies, nor am I obligated to advise the Company as to any such disclosures or communications. Notwithstanding, in making any such disclosures or communications, I agree to take all reasonable precautions to prevent any unauthorized use or disclosure of any information that may constitute Company confidential information to any parties other than the relevant government agencies. I further understand that "Protected Activity" does not include the disclosure of any Company attorney-client privileged communications, and that any such disclosure without the Company's written consent shall constitute a material breach of this Agreement. If I have any questions as to what comprises any such Confidential Information, or to whom, if anyone, such may be disclosed, I will consult my manager or a manager in the human resources department.

5. Disclosure and Assignment of Inventions. Company has the right of exclusive ownership and use of all work, content and materials created, developed or produced by me during my employment with the Company, including all inventions (whether or not patentable), improvements, designs, original works of authorship, formulas, algorithms, processes, compositions of matter, computer software programs, databases, mask works, confidential information, discoveries and trade secrets (collectively "Inventions").

- (a) I will promptly disclose in confidence to the Company, or to any person designated by it, all Inventions that I make, create, conceive or first reduce to practice, either alone or jointly with others, during the period of my employment, whether or not in the course of my employment, and whether or not patentable, copyrightable or protectable as trade secrets or other intellectual property.
- (b) I acknowledge and agree that each and every copyrightable work prepared by me within the scope of my employment will be a "work made for hire" under the United States Copyright Act and that the Company will be considered the author and owner of all such copyrightable works.
- (c) I acknowledge and agree that all Inventions that I make, create, conceive or first reduce to practice either alone or jointly with others during the period of my employment, whether or not in the course of my employment, and whether or not patentable, copyrightable or protectable as trade secrets or other intellectual property, and that (i) are developed using equipment, supplies, facilities or trade secrets of the Company; (ii) result from work performed by me for the Company; or (iii) relate to the Company's business or actual or demonstrably anticipated research or development, will be the sole and exclusive property of the Company.
- (d) I agree to assign, and do hereby irrevocably transfer and assign, to the Company: (i) all of my rights, title and interests in and with respect to any Inventions; (ii) all patents, patent applications, copyrights, mask works, rights in databases, trade secrets, and other intellectual property rights, worldwide, in any Inventions, along with any registrations of or applications to register such rights; and (iii) to the extent assignable, any and all Moral Rights (as defined below) that I may have in or with respect to any Inventions. I also hereby forever waive, and agree never to assert, any Moral Rights I may have in or with respect to any Inventions, even after termination of my employment with the Company. "**Moral Rights**" means any rights to claim authorship of a work, to object to or prevent the modification or destruction of a work, to withdraw from circulation or control the publication or distribution of a work, and any similar right, regardless of whether or not such right is denominated or generally referred to as a "moral right."
- (e) I acknowledge that this Agreement does not obligate me to assign or offer to assign to the Company any of my rights in an Invention for which no equipment, supplies, facilities, services, or trade secret information of the Company were used and which was developed entirely on my own time, unless (a) the invention relates (i) directly to the business of the Company or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the Invention results from any work I performed for the Company. I also acknowledge that the foregoing satisfies the written notice and other requirements of RCW 49.44.140.
- (f) The decision whether or not to commercialize or market any Inventions developed by me and assigned to the Company is within the Company's sole discretion and for the Company's sole benefit.
- (g) If I am performing services in California, any Invention which fully qualifies under the provisions of California Labor Code Section 2870, which inventions I shall inform the Company about in writing so a determination of ownership can be made by the Company. At the Company's request, I will promptly disclose in confidence to Company all Inventions to determine the status of the Inventions under 5(a)-(f) above, and Company may disclose such inventions to a governmental entity to the extent permitted by applicable law.

- (h) I represent and warrant that I have not registered or caused to be registered, and am not in control of or listed as an agent for (i) any domain name registrations that include, in whole or in part, any trademark or service mark owned by the Company (“Company Marks”), or any term confusingly similar thereto (such domain name registrations, collectively, “Company Domain Names”), (ii) trademark or service mark applications or registrations that include, in whole or in part, any Company Marks (such trademark and service mark applications and registrations, collectively, “Company Trademarks and Service Marks”), or (iii) names, handles, or other identifiers used in connection with social media platforms (including, by way of example only, Facebook and Twitter) that include, in whole or in part, any Company Marks (such identifiers, collectively, “Company Social Media Handles”). I further represent that I will not hereafter register or apply to register any Company Domain Names, Company Trademarks and Service Marks or Company Social Media Handles.
- (i) I will assign, and do hereby assign, to the Company or its designee all of my rights, title, and interest (including intellectual property rights) in and to any and all Company Domain Names, Company Trademarks and Service Marks, and Company Social Media Handles that I own now or in the future.

6. Excluded and Licensed Inventions. I have listed all Inventions belonging to me and made by me prior to my employment with the Company that I wish to have excluded from this Agreement. If nothing is listed on Exhibit A, I represent that there are no such Inventions. As to any Invention in which I have an interest at any time prior to or during my employment, if I use or incorporate such an Invention in any released or unreleased Company or Affiliate product, service, program, process, machine, development or work in progress, or if I permit the Company or Affiliate to use or incorporate such an Invention, the Company or Affiliate, as applicable, is hereby granted and shall have a royalty-free, perpetual, irrevocable, transferable, worldwide license (with right to sublicense) to exercise any and all rights with respect to such Invention, including the right to protect, make, have made, use, offer to sell, sell, modify, reproduce, distribute, and otherwise exploit that Invention without restriction or payment of any kind.

7. Further Assurances and Assistance. I will cooperate fully with the Company during my employment and thereafter in the securing of the Company’s rights in Inventions, Company Domain Names, Company Trademarks and Service Marks and Company Social Media Handles assigned to the Company, and any related patent, trademark, copyright or other intellectual property rights in the United States and in foreign countries, including, without limitation, giving evidence and testimony and executing and delivering to Company all papers reasonably requested by Company in connection with Company’s efforts to secure such protection. My obligations under this Section will continue after my employment with the Company ends. If the Company is unable because of my mental or physical incapacity or for any other reason to secure my signature to apply for or to pursue any application for any applications or registrations covering Inventions, Company Domain Names, or Company Social Media Handles assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact. Accordingly, the Company may act for and in my behalf to execute and file any applications and to do all other lawfully permitted acts to further the prosecution and issuance of patent or copyright registrations with the same legal force and effect as if executed by me.

8. Non-Competition. *THIS PROVISION SHALL NOT APPLY TO COMPANY EMPLOYEES EMPLOYED IN CALIFORNIA.* While employed at the Company and for a period of one year thereafter, I will not, within the Territory, directly or indirectly accept employment with any person or entity engaged in an activity that is competitive with the Company, in any position in which I may be required to or may need to use or disclose Confidential Information. “**Territory**” shall mean the United States of America and any other country in the world where the Company or any Affiliate is providing or supplying, or is planning to provide or supply, goods or services and in or concerning which, during the course of my employment, I or any employee under my direct supervision performed material duties for the Company or Affiliate.

9. Non-Solicitation of Customers. *THIS PROVISION SHALL NOT APPLY TO COMPANY EMPLOYEES EMPLOYED IN CALIFORNIA.* While employed at the Company and for a period of one year thereafter, I will not, directly or indirectly (a) solicit, attempt to do business with, or do business with any Trade Relationships with whom I worked or about whom I learned Confidential Information while employed by the Company, or (b) encourage or solicit (regardless of who initiates the contact) any Trade Relationship with whom I worked or about whom I learned Confidential Information while employed by the Company to use the services of any competitor of the Company, or encourage any such Trade Relationship to negatively change its relationship with the Company. For purposes of this Agreement, “**Trade Relationships**” means any customers of, suppliers (including providers of travel inventory) to, business partners of or business affiliates of the Company.

10. Non-Solicitation of Employees. *THIS PROVISION APPLICABLE TO ALL COMPANY EMPLOYEES.* While employed at the Company and for a period of one year thereafter, or as allowed by applicable law, I will not, directly or indirectly, induce, attempt to induce, or assist another to induce or attempt to induce any person to terminate his or her employment or contractual relationship with the Company or to work for me or for any other person or entity.

11. Post-Termination Obligations. The terms and conditions of this Agreement shall survive termination of my employment for any reason. The duration of the post-termination restrictions outlined herein shall be tolled and suspended for any period that I am in violation of these covenants.

12. Return of Materials. When my employment with the Company ends, or upon the request by the Company at any time, I will immediately provide and return to the Company all documents, records, correspondence, emails, manuals, specifications, designs, devices, code, and any other property, equipment or material in any form or media containing any Confidential Information. I will also return all keys, access cards, credit cards, identification cards and other property and equipment belonging to the Company.

13. Reimbursement. I hereby authorize the Company, at any time during my employment or following my termination, to withhold the following from any monies it otherwise owes me (including without limitation salary, bonus, commissions, expense reimbursements, and ESPP refunds) to the extent permitted by state law: any and all monies due to the Company from me (including without limitation cash and travel advances, overpayments made to me by the Company, amounts received by me due to the Company's error, unpaid credit or phone card charges, any debt I owe the Company for any reason, including triggering my sign-on bonus and/or relocation repayment requirements or loss due to misuse or misappropriation of Company assets). Further, I agree that the Company may condition the exercise of any stock options I may receive by requiring me to (a) sell a sufficient number of shares to generate cash to repay any such amounts I owe to the Company and (b) remit such cash to the Company. Further, I agree that should any such withholding not fully satisfy outstanding amounts I owe to the Company, I will, upon demand by the Company, pay such monies to the Company within ten (10) days of such demand, or in accordance with the terms specified by any applicable agreement or law.

14. Interpretation. This Agreement supersedes any prior agreements related to the subject matter herein, except (i) as to any provisions of any prior agreements that I have breached in a manner that did not constitute Protected Activity as defined in Section 4 above (ii) as to any prior intellectual property assignments or rights granted to the Company I have made and/or (iii) to the extent this Agreement is deemed unenforceable, in which case my prior agreements will remain in full force and effect. This Agreement sets forth the entire agreement of the Company and myself as to the subjects herein, and it may not be modified except by a subsequent written agreement signed by me and an officer of the Company. This Agreement, however, supplements and does not supersede any obligations I have to the Company regarding non-disclosure, non-competition, non-solicitation, or intellectual property protection under applicable statutory or common law. Waiver by either me or the Company of strict performance of any provision of this Agreement shall not be a waiver of, nor prejudice either party's right to require, strict performance of the same or any other provision in the future. In the event of the merger, consolidation, transfer, or sale of all or substantially all of the assets of the Company with or to any other individual or entity, or in the event that my employment transfers to any Affiliate without a break in employment, this Agreement shall, subject to the provisions hereof, be binding upon and inure to the benefit of such successor or Affiliate without further express consent by me.

15. Enforcement. I acknowledge and understand that my promises in this Agreement restrict some of my actions during and after my employment with the Company. However, I acknowledge and agree that I have or will receive sufficient consideration from the Company under this Agreement to justify such restrictions. I further acknowledge and agree, in accordance with my acknowledgments in this Agreement, that such restrictions in this Agreement are absolutely enforceable, reasonable, and necessary to the Company's obligations to preserve and protect the Confidential Information, which is a valuable asset critical to maintaining the Company's competitive advantage in its industry. I acknowledge that any violation of this Agreement by me will cause irreparable injury to the Company and shall entitle the Company to extraordinary relief in court, including injunctive relief, without the necessity of posting bond or security. I agree that this Agreement shall be governed for all purposes by the laws of the State of Washington as such laws apply to contracts performed within Washington by its residents and that exclusive venue and exclusive personal jurisdiction for any action any aspect of my employment or termination of employment by the Company shall lie in state or federal court located in King County, Washington. If a court declares any provision of this Agreement excessively broad, it shall be reformed and enforced to the maximum extent permissible by law. If a court declares any provision of this Agreement void, it shall be severed from this Agreement, the remainder of which shall remain in full force and effect.

16. Disclosure of this Agreement. If during my employment or within one year after my employment with the Company ends, I seek work elsewhere, I agree to provide a copy of this Agreement to any persons or entities by whom I am seeking to be hired. I agree to notify the Company of the identity of my employers for one year after my employment ends. I further acknowledge that in order to enforce my obligations under this Agreement that the Company shall have the right to notify any subsequent actual or potential employers of my obligations under this Agreement.

I HAVE READ AND FULLY UNDERSTOOD THIS AGREEMENT. I am executing this Agreement voluntarily, and without duress or undue influence by the Company or anyone else. I have asked any questions needed for me to understand the terms, consequences and binding effect of this Agreement, and I have sought the advice of the attorney of my choice if I wanted to before signing this Agreement. I hereby indicate my agreement with and understanding of the terms of this Agreement by electronically signing this Agreement in the manner prescribed, and I understand that this Agreement shall be effective as to the Company and myself upon my electronic signature.

Eshwar Nag Lanka

Employee Legal
Name

DocuSigned by:
Eshwar Nag Lanka
948D4B2F1408483...

Employee Signature

4/3/2021

Date

Exhibit A

Inventions/Patents

If I am bringing to Expedia, Inc., an Expedia Group company, and its Affiliates any prior inventions and patents, they are itemized below or attached in sufficient detail to ensure applicable intellectual property rights are respected:

Certificate Of Completion

Envelope Id: EA9B0C5F4ED74596B6980FD08D967A9F

Status: Completed

Subject: Eshwar Nag Lanka - Please DocuSign this document: Employment Agreement USA

Source Envelope:

Document Pages: 10

Signatures: 3

Envelope Originator:

Certificate Pages: 5

Initials: 0

Mathangi Sivasubramanian

AutoNav: Enabled

3150 139th Ave SE

Envelopeld Stamping: Enabled

Bellevue, WA 98005

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

msivasubramani@expediagroup.com

IP Address: 216.251.118.195

Record Tracking

Status: Original

Holder: Mathangi Sivasubramanian

Location: DocuSign

4/2/2021 2:58:00 PM

msivasubramani@expediagroup.com

Signer Events

Mathangi Sivasubramanian
msivasubramani@expediagroup.com
Expedia, Inc.

Security Level: Email, Account Authentication (Optional)

Signature

DocuSigned by:
Mathangi Sivasubramanian
C313E02A63CD450...

Signature Adoption: Pre-selected Style
Using IP Address: 216.251.118.195

Timestamp

Sent: 4/2/2021 3:08:34 PM
Viewed: 4/2/2021 3:08:43 PM
Signed: 4/2/2021 3:09:20 PM

Electronic Record and Signature Disclosure:

Accepted: 6/3/2020 1:11:17 PM
ID: 415f20eb-4310-47c6-8dd2-33792f623175

Eshwar Nag Lanka
elanka@usc.edu
Security Level: Email, Account Authentication (Optional)

DocuSigned by:
Eshwar Nag Lanka
948D4B2F1408483...

Signature Adoption: Pre-selected Style
Using IP Address: 73.71.154.51

Sent: 4/2/2021 3:09:21 PM
Viewed: 4/2/2021 3:10:10 PM
Signed: 4/3/2021 1:10:50 PM

Electronic Record and Signature Disclosure:

Accepted: 4/2/2021 3:10:10 PM
ID: d435142c-7d55-4789-8410-af1fef9134a7

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

immigration
immigration@expedia.com

Security Level: Email, Account Authentication (Optional)

COPIED

Sent: 4/3/2021 1:10:51 PM

Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Carbon Copy Events	Status	Timestamp
Relocation exprelo@expedia.com Security Level: Email, Account Authentication (Optional)	COPIED	Sent: 4/3/2021 1:10:51 PM
Electronic Record and Signature Disclosure: Not Offered via DocuSign		

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	4/2/2021 3:08:34 PM
Certified Delivered	Security Checked	4/2/2021 3:10:10 PM
Signing Complete	Security Checked	4/3/2021 1:10:50 PM
Completed	Security Checked	4/3/2021 1:10:51 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure

CONSUMER DISCLOSURE

From time to time, Expedia, Inc. Recruiting (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign, Inc. (DocuSign) electronic signing system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after signing session and, if you elect to create a DocuSign signer account, you may access them for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of a DocuSign envelope instead of signing it. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures

electronically from us.

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