

07/11/2022

James Vo

Dear James,

We are pleased to extend to you an offer of temporary employment to join the Jabil team! We hope that you choose Jabil as we continue to be recognized as a leader in product solutions providing comprehensive design, manufacturing and product management services. We are focused on empowering brands that have their sights set on empowering the world. Our culture is based on recognizing the valuable contributions of our employees.

This letter confirms our offer of employment on the following terms. If you accept our offer of employment:

- **Position:** You will join the Jabil organization as Operations Project Management Intern (Summer 2022), reporting to **DAVID GUSS**. You will be employed by Jabil Inc.. Your start date will be a mutually agreed upon date and based upon your employment status. You are required to attend a mandatory New Employee Orientation, and we will notify you of details when the session is scheduled. Your temporary employment is currently expected to end **within four months of hire date**.
- **Location:** You will be located in our **Fremont, CA** location.
- **Base Pay:** Your hourly base pay will be **\$22.00** USD, less applicable withholding for taxes.
- Jabil provides workers compensation insurance through Safety National Casualty Corporation, Policy # LDS4056831. The contact information is as follows: 777 North Rainbow Blvd., Ste. 230, Las Vegas, NV 89107, #1-866-933-4800.
- The temporary employment category as defined in our employee handbook states "Temporary employees are those employees, whose jobs are for a limited duration, arising out of special projects, abnormal workloads or emergencies. Temporary employees are not eligible for benefits, except those that are legally mandated by law."

The employment relationship is "at will," which means the relationship may be ended by you or Jabil for any reason, at any time. This offer does not create a contract for a term of employment, and your employment may end earlier than the anticipated end date set forth above. Jabil reserves the right to modify or terminate any of its plans or programs at any time, with or without notice.

Please be advised that your offer of employment is contingent upon:

Pre-employment Drug Screen

You must complete a pre-employment drug screen. You will be sent an email from our third-party drug screen vendor to complete a drug screen through a third-party laboratory. You must complete the drug screen within three days of receiving the email from the vendor.

Pre-employment Background Investigation

Your employment is also contingent on the results of a pre-employment background screen. The background screen requires your consent and authorization to initiate. You will receive an email from our third-party background investigation vendor with a link to various documents explaining your rights and providing the necessary authorization forms for you to complete and return. Please know that you cannot begin your employment until the background check process is complete and successful. Accordingly, any delay in completing the release or providing the information requested may delay your start date or otherwise impact your ability to work at Jabil.

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Authorization to Work

To comply with federal regulations regarding authorization to work in the United States (Immigration Reform and Control Act of 1986), you are required to present documents that establish identity and employment eligibility. Please see the complete list of acceptable documents and be prepared to present them on your first day of employment.

This Offer is contingent upon successful adjudication of work authorization by the United States Citizenship & Immigration Services (USCIS), Department of State (DOS) and/or Department of Homeland Security (DHS).

Commitment of Confidentiality

Because you are being offered a position of trust that provides access to and requires the maintenance of confidential and proprietary information, you are required to sign and return Jabil's Commitment of Confidentiality. Please also retain a signed copy of the Commitment of Confidentiality for your records.

No Restrictions

This letter also confirms that you have no obligations, oral or in writing, with any of your former employers that restrict your ability to be employed by Jabil. You understand that your employment is contingent upon this representation. Additionally, Jabil has not made this offer of employment to you in order to obtain from you any confidential information or trade secret information of your former employers or other third parties, and Jabil will not ask you to use or disclose such information during your Jabil employment.

We are committed to our employees and are also confident that your acceptance of employment will provide you with an excellent opportunity to enhance your professional and personal goals. Please indicate your written acceptance by electronic signature and submit all pages to Jabil Inc.

This offer, if not accepted, will expire on 7/14/22.

We look forward to working with you at Jabil Inc. Should you have any questions pertaining to this offer, feel free to contact me at adaeze_eke@jabil.com. Thank you, and we look forward to hearing from you.

Sincerely,

Adaeze Eke
Human Resources Generalist

I have read and understand the above terms of this written offer of employment and accept the position as stated.

James Vo

My Anticipated Start Date

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