



[Redacted]

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[Redacted]

**PRIVATE & CONFIDENTIAL**

[Redacted]

Dear [Redacted],

I am writing on behalf of [Redacted] to confirm our offer of employment for the position of Product Manager. We were impressed by your record at your prior institution and believe that your experience, strategic thinking, and ability to execute at scale will make you a valuable addition to our team.

Terms of Employment

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**Position:** Product Manager

[Redacted]

**Classification:** Full-Time, Exempt

**Compensation**

Your annual base salary shall be **\$180,000**, [Redacted] of base salary, commensurate with individual and [Redacted] performance.

[Redacted] will provide a signing bonus [Redacted] of your start date,

**Restricted — Internal HR Reference**

**Position Grade / Band:** [Redacted]

**Approval Reference:** [Redacted]

**Comp Committee Sign-Off:** [Redacted]

HC Budget Line: [REDACTED]

**Additional Conditions**

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This offer is subject to: (i) satisfactory completion of a background and credit check; (ii) execution of the Firm's Employee Confidentiality, Non-Solicitation, and Restrictive Covenant Agreement; and (iii) verification of your right to work in the United States. Nothing in this letter creates a contract of employment for any defined period. Your employment will be at-will.

Please confirm our acceptance by countersigning [REDACTED]  
[REDACTED]

Yours sincerely,

[REDACTED]  
[REDACTED]  
[REDACTED]

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I accept the foregoing offer of employment on the terms set out in this letter.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_