



September 21, 2020

Yanxin Lu

Dear Yanxin,

On behalf of Facebook, Inc. (the "Company" or "Facebook"), I am pleased to confirm the terms of the transition of your position at Facebook to the new position of Software Engineer. You will be working out of the Company's Los Angeles office, under the guidance of Elad Gerson in the ENG(AR/VR Platforms) department.

Due to the current COVID-19 pandemic, you will be permitted to work remotely until July 1, 2021. Your manager will follow-up with you before July 1, 2021 to provide you further direction regarding when you are expected to report to the above FB office to resume performing your job.

At Facebook, you'll have the opportunity to do the most important work of your career. The decisions you'll make and the things you'll build here have the potential to impact billions of people around the globe. We look forward to welcoming you to our team, hearing your ideas, and collaborating to help give people the power to build community and bring the world closer together. This transition is effective as of October 26, 2020 (the "Transition Date").

1. Compensation

a. **Base Pay.** In this regular full-time position, your annual base pay will not change and you will continue to receive annual base pay in the amount that was in effect immediately prior to the Transition Date.

b. **Bonus.** You may continue to be eligible to receive a semi-annual discretionary bonus of up to a target percentage of your Base Eligible Earnings as defined in the Company's bonus plan. Your applicable target percentage will be the same as was in effect for you immediately prior to the Transition Date. Based on your performance, you can over-achieve your bonus target pursuant to the Company's bonus plan.

c. **Relocation.** The Company will provide you relocation services consistent with the Company's policies through a third party service provider. The relocation provider will contact you directly after you accept the offer. These services will be paid for by the Company directly to any third party suppliers or as reimbursements to you directly on a receipts basis. Subject to applicable law, any taxable reportable compensation resulting from relocation services reimbursed to you or paid on your behalf will be grossed up for income tax withholding purposes so that you do not bear the withholding burden on this compensation. Subject to the applicable policy terms, when no further services are available to be paid on your behalf or reimbursed to you, you may have the opportunity to request that any remaining funds in the Plus Budget (the "Residual Amount") be paid out to you via a payroll payment, provided you are an active employee (and have not given or been given notice of termination) and have completed 12 months service with the Company. Any cash payout of the Residual Amount will be subject to applicable withholdings and not grossed up by the Company, and any Residual Amount that is unclaimed on the date of your one-year anniversary or the date of your separation (whichever is earlier) shall be forfeited.

You will not actually earn any relocation benefits paid to you or the third party supplier(s) pursuant to this section unless you remain a full time employee in active service with the Company (and have not given or been given notice of termination) through the one-year anniversary of your Start Date and actually relocate to your agreed upon new destination or location. In the event you resign or the Company terminates your employment for cause prior to the one-year anniversary of your Start Date, or if you failed to relocate to your agreed upon new destination or location, you will no longer be eligible to request and/or receive a Residual Amount payout (if applicable) and you may be required to immediately repay a prorated amount of the relocation sum (including any amounts paid to a third party supplier) to the Company, and the Company reserves the right, subject to applicable law, to deduct this amount or any part of it from your wages, and you hereby consent to such deduction. In the event that you do not complete your relocation, you may be required to repay all or a portion of any relocation benefits paid out to you or on your behalf.



2. At-Will Employment.

Employment with the Company is for no specific period of time. Your employment with the Company will be on an “at will” basis, meaning that either you or the Company may terminate your employment at any time, with or without advance notice, and for any reason or no particular reason or cause. The Company also reserves the right to modify or amend the terms of your employment at any time, with or without notice, and for any reason in its sole discretion. Any contrary representations which may have been made to you are superseded by this offer of transition. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company’s personnel policies and procedures, may change from time to time, the “at will” nature of your employment may only be changed in an express written agreement signed by you and the Company’s Chief Executive Officer.

3. Withholdings.

All forms of compensation paid to you as an employee of the Company shall be less all applicable withholdings.

4. Definitions.

All references in this Offer Letter to the “Company” or “Facebook” shall refer to Facebook, Inc. and/or any of its direct or indirect subsidiaries or affiliates, as appropriate.

5. Other Terms.

All of the applicable terms of your offer letter remain in force and effect unless specifically amended herein.

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facebook

Very truly yours,

Facebook, Inc.



By: Miranda Kalinowski, VP, Global
Recruiting
September 21, 2020

ACCEPTED AND AGREED:

Yanxin Lu

Yanxin Lu

Yanxin Lu (Sep 22, 2020 07:44 PDT)

Signature

Date: Sep 22, 2020