



September 20, 2024

Fred Webberking
110 Manassas Drive
Simpsonville, South Carolina 29681

Dear Fred:

Welcome to the adidas team! We are pleased to offer you the position of Senior Reliability Engineer - Distribution Center, contingent upon successful completion of reference and background checks. Your anticipated first day of employment is October 14, 2024. You will be based in Spartanburg office and report to Dan Bulkley.

As an exempt employee, you will be paid [REDACTED] bi-weekly, (equivalent to [REDACTED] calculated on an annualized basis) and will be paid every other Friday.

In addition, you will be eligible to participate in our Company bonus plan targeted at 15% of your base earnings. Bonus payment and the amount paid are dependent on Company performance and your performance. Bonus payments are made once a year, after the year-end results are communicated. Your bonus for the current year will be pro-rated based on your actual base earnings per year.

Benefits are a key component of your compensation package. As a full-time regular employee of adidas you are eligible to participate in our comprehensive health, life and disability benefits on the first of the month following your date of hire. Employees can enroll in benefits during their 31-day new hire window within 31 days from a qualifying life event, or during annual open enrollment (November). For more information, please refer to the benefits overview enclosed in this packet.

Your eligibility for Flexible Time Off (FTO) is determined by your original hire date with adidas. You will begin accruing FTO immediately, at the rate of .4388 hours per day (20 days per year calendar year).

As a condition of your employment, you will be required to sign a Non-Competition Agreement, a copy of which is attached.

Please sign and return your non-competition agreement by October 14, 2024. Should we not receive a signed copy by said date, your start date/effective date is subject to change.

While the Company has every hope that employment relationships will be mutually beneficial and rewarding your employment at adidas is "at will" and you or the Company has the right to terminate the employment relationship at any time. This letter and the Employee Handbook represent the entire understanding between you and the Company regarding your employment and supersede all prior agreements or understandings regarding your employment.

This offer is effective Four three calendar days from the date of this letter and expires on September 23, 2024. You may contact me directly should you have any questions concerning this letter and its contents or any other aspects of the Company. We look forward to your success as we continue to build the best sports brand in the world.

Sincerely,

Bahar Cabrera
Manager Talent Partnering
adidas

Esme Johnson
Director Human Resources
adidas

Signed by:

Fred Weiberking

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Acceptance Signature

22.09.2024

Date

cc: Personnel File

Enclosure

Job Description

Non-Competition Agreement