



**MOTOROLA**

March 22, 2001

Earl Herr  
5112 E Casper St.  
Mesa, AZ 85205  
USA

Dear Earl:

We are pleased to offer you the position of Software Analyst Stf, with Global Architecture & Technology, for Robert Johnson with Motorola. Your starting salary will be \$2,384.62 paid bi-weekly, which is the equivalent of \$62,000.00 on an annual basis.

A one-time hiring bonus of \$3000.00 will be paid to you approximately three to five weeks after starting your employment with Motorola, subject to applicable taxes. If, prior to one year of service, you voluntarily terminate your employment or are terminated for cause, you are required to repay the hiring bonus back to Motorola on a prorated basis.

This offer is contingent on satisfactory completion of Motorola's pre-employment drug testing requirement within 60 days prior to your start date, satisfactory results of a background investigation and your ability to obtain a Government Security Clearance if it is necessary for the position you are being hired into.

This offer is also contingent upon proof of employment eligibility in the U.S. and compliance with export control requirements. Should an export control license be required, please be advised that your employment will be conditioned upon issuance of such license. Should you choose to accept this offer, as required by law, we must verify your employment eligibility on Form I-9 the day you begin your employment, so you will be asked to provide documentation that establish your identity and authorize you to work in the United States. Furthermore, if applicable, you must always maintain your visa status throughout your tenure with the company, as it is Motorola's policy to comply with all immigration laws and regulations. We will work closely with you and your management to obtain work authorization as needed. If applicable, we ask that you maintain close contact with our Global Immigration Services as they will assist you at each stage of the immigration process and will answer any questions you may have about the legal issues or corporate policies involved.

Earl, on behalf of Robert Johnson, and all of us at Motorola Inc., we genuinely appreciate the interest you have shown in Motorola and are excited to have you as a part of our team. We hope