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| 20 London Lane |
| SEABROOK, NH 03874 -1651 USA |
| Tel: 603-474-5566 FAX: 603-474-9336  E-mail: info@micro-vision.net |

Date

Dear {Employee},

Our employees are our greatest asset. Your individual contributions over 2016 have added value to our organization and allowed for MicroVision’s continued success. Thank you for your commitment and dedication to MicroVision.

We are pleased to inform you of your annual salary increase for 2017. Annual salary increases are provided based upon prior year performance and considerations of market and equity. Your annual salary increase is outlined below.

We look forward to the year ahead and encourage all employees to continue striving for excellence and quality in 2017.