

# CONDÉ NAST

P U B L I C A T I O N S

**JILL BRIGHT**

EXECUTIVE VICE PRESIDENT  
HUMAN RESOURCES

March 22, 2010

Mr. [REDACTED]no [REDACTED]nchi  
[REDACTED]st 42<sup>nd</sup> Street  
New York, NY 10011

Dear [REDACTED]no:

This letter will confirm our agreement with respect to your employment by Condé Nast Publications as Editor-in-Chief of W, reporting to Tom Wallace. You agree to perform the duties which are appropriate to such position, devoting your best efforts, skills and abilities to further the business and affairs of W.

Your employment will commence on or before April 12, 2010. Your annual base salary will be \$700,000. You will be eligible for a merit review every 18 months, with the first such review to occur in October 2011.

Within seven days of your start date, we will pay you a one-time signing bonus of \$50,000, paid as a lump sum. On the first anniversary of your employment with the Company, you will receive an additional lump sum bonus of \$50,000. To receive each bonus, you must be employed by the Company on the date the bonus is to be paid; provided, however, that if your employment is involuntarily terminated by the Company, for reasons other than for "Cause" (as defined below), prior to your receipt of the bonus(es), the Company will still pay you such bonus(es), subject to your execution of an Agreement and General Release in a form satisfactory to the Company (hereinafter the "General Release").

In addition, you are also entitled to:

- Travel, entertainment and car service as required in the performance of your duties;
- Reimbursement for health and fitness dues/expenses up to \$1,500 annually;
- First class air travel; and

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