ATTORNEY GENERAL OF THE STATE OF NEW YORK
LABOR BUREAU

IN THE MATTER OF THE INVESTIGATION
BY BARBARA D. UNDERWOOD, ATTORNEY
GENERAL OF THE STATE OF NEW YORK

OF Assurance No. 18-101

WEWORK COMPANIES INC.

Respondent.

ASSURANCE OF DISCONTINUANCE

In November 2016, the Office of the Attorney General of the State of New York ("Attorney General" or "OAG") commenced an investigation of WeWork Companies Inc. ("WeWork") pursuant to New York Executive Law § 63(12) and its *parens patriae* authority. This Assurance of Discontinuance ("Assurance") contains the findings of the OAG's investigation and the relief agreed to by the OAG and WeWork, whether acting through its respective directors, officers, employees, representatives, agents, affiliates, or subsidiaries (collectively, the "Parties").

RELEVANT LEGAL FRAMEWORK

1. A covenant not to compete is a contractual provision that seeks to prohibit an employee from engaging in certain business-related activities, such as accepting employment with a competitor or starting a competing business, typically within a defined geographic area and period of time after leaving his or her job. In New York, a covenant not to compete is enforceable only "to the extent that it is reasonable in time and area, necessary to protect the employer's legitimate interests, not harmful to the general public and not unreasonably

burdensome to the employee." Reed, Roberts Associates, Inc. v. Strauman, 40 N.Y.2d 303, 307 (1976).

2. The policy considerations underlying the "judicial disfavor" of such agreements revolve around the importance of "competition engendered by the uninhibited flow of services, talent, and ideas." Id. As such, a covenant not to compete that "does no more than baldly restrain competition" is unenforceable. Columbia Ribbon & Carbon Mfg. Co. v. A-1-A Corp., 42 N.Y.2d 496, 499 (1977). Moreover, employers may use covenants not to compete only for certain narrowly defined legitimate interests, such as protection of trade secrets or customer goodwill, or protection from competition by a former employee whose services are unique or extraordinary. See Reed, Roberts Assocs. Inc., 40 N.Y.2d at 308.

3. Pursuant to New York Executive Law § 63(12) and its *parens patriae* authority, the Attorney General has broad investigatory authority to protect the interests of workers, consumers, and the general public of New York, and to ensure public safety and welfare.

OAG's FINDINGS

4. Established in 2009, WeWork provides a network of shared workspaces for rent, as well as associated services, to its clients (known as "members"), which include entrepreneurs, startups, small businesses and large enterprises. WeWork manages over 10 million square feet of office space, in 77 cities around the world. WeWork currently employs over 4,000 people in the United States, of which more than 2,500 are in New York City, where WeWork's headquarters and 54 other WeWork locations offering shared workspaces are located. Nationwide, WeWork operates additional lines of businesses that offer various services such as shared living spaces, education, wellness facilities, and corporate events, among other things.

5. Acting on a complaint that WeWork routinely required its employees to sign a contract, currently titled "Invention, Non-Disclosure, Non-Competition, and Non-Solicitation Agreement" ("Employment Agreement"), that included, among other limitations, a covenant not to compete, currently section 5(a)(i) of the Employment Agreement ("Non-Compete"), the OAG began a formal investigation of WeWork in November 2016. The OAG issued a subpoena to WeWork, and WeWork cooperated in producing documents and information responsive to the OAG's requests and met with OAG multiple times to provide additional information about the company's employment agreements. Separately, but concurrently, the Office of the Illinois Attorney General began an investigation into WeWork's use of Non-Competes in the State of Illinois. Upon agreement of all parties, the investigations were aligned and resolved in a coordinated manner.

6. Documents and information provided by WeWork confirmed that, since it began operating in New York in 2010, WeWork required all of its employees in New York to sign an agreement containing a covenant not to compete as a condition of employment. In 2015, WeWork standardized its Non-Compete for all employees.

7. This 2015 Non-Compete prohibited employees from engaging for a one-year period in any business or enterprise that is competitive with WeWork's business in the geographic areas that WeWork does or has done business (the "2015 Non-Compete"). The 2015 Non-Compete applied to all WeWork employees in New York, regardless of the employees' job duties, exposure to confidential information, or compensation, including, for example, employees in the positions of Community Service Associate, Executive Assistant, Facilities Lead, and Help Desk Manager.

8. Prior to the OAG initiating its investigation, WeWork began a process of

revamping its policies and procedures relating to its people, including, but not limited to, revising its employee documents, job leveling throughout the company, and conducting an internal evaluation of its use of Non-Compete provisions. WeWork has grown from a start-up company with employees that handled multiple job duties and responsibilities to a company with a more formal structure and several thousand employees. During the investigation, WeWork provided information to the OAG concerning this internal process.

9. WeWork has agreed to make changes in its Non-Compete policy as reflected herein.

PROSPECTIVE RELIEF

WHEREAS, the Attorney General has concluded that WeWork's practice of requiring all employees to sign a Non-Compete—regardless of position or job duties, exposure to confidential information, or compensation—unreasonably restrained competition;

WHEREAS, the Attorney General has further concluded that certain terms contained in WeWork's 2015 Non-Compete were vague, overly broad, and unduly burdensome;

WHEREAS, WeWork Companies Inc. neither admits nor denies the Attorney General's Findings set forth in paragraphs 4-9 above;

WHEREAS, the parties wish to obviate further investigation and to avoid the expense and inconvenience of potential litigation;

WHEREAS, the Attorney General is willing to accept the terms of the Assurance pursuant to New York Executive Law § 63(15) in lieu of commencing a statutory proceeding for violations of Executive Law § 63(12) based on the conduct described above during 2015 to 2018; and

WHEREAS, the parties believe that the obligations imposed by this Assurance are

prudent and appropriate;

IT IS HEREBY UNDERSTOOD AND AGREED, by and between WeWork and the OAG, as follows:

10. WeWork shall ensure that any future use of a Non-Compete, not otherwise prohibited by this Assurance, is consistent with the requirements of New York law. *Reed, Roberts Assocs., Inc. v. Strauman*, 40 N.Y.2d 303, 307 (1976) ("[A] restrictive covenant will only be subject to specific enforcement to the extent that it is reasonable in time and area, necessary to protect the employer's legitimate interests, not harmful to the general public and not unreasonably burdensome to the employee.").

11. WeWork and the OAG have agreed upon a list of job groups that will not be bound by the Non-Compete ("Job Groups List" [WW-NYAG-00002860A to 2873A], attached as Exhibit A to this Assurance), subject to the provisions of this Assurance. As of the Effective Date, WeWork will not seek to enforce a Non-Compete against any employee in New York in a job group on the Job Groups List and, as of October 1, 2018, WeWork will not require any such employee to enter into a Non-Compete, except pursuant to the procedures set forth in paragraphs 14, 16, and 18 of this Assurance.

12. WeWork and the OAG have agreed upon revised terms for the Non-Compete, as set forth in Exhibit B to this Assurance ("Revised Non-Compete"), which may only be used for employees in New York in a job group that does not appear on the Job Groups List, except as provided in this Assurance. As of the Effective Date, WeWork will not seek to enforce any provision of the 2015 Non-Compete that is inconsistent with the Revised Non-Compete against any employee in New York, except pursuant to the procedures set forth in paragraphs 14, 16, and 18 of this Assurance. WeWork will begin using the Revised Non-Compete on or before October

1, 2018 for new employees in New York, and on or before January 2, 2019 for current and former employees.

13. As set forth in Exhibit B, separate provisions of the Revised Non-Compete shall apply to employees in Leadership Level positions of Level 9 or higher, which includes employees that hold positions such as Senior Vice President, Director, Chief Technology Officer, Chief Executive Officer, among other comparable positions.

14. The Parties acknowledge that the particular nature of the duties in WeWork's various job groups may change over time. Accordingly, if WeWork wishes to (a) require any New York employee to enter into a Non-Compete that has been substantively and materially modified from the Revised Non-Compete set forth in Exhibit B or (b) to modify the characteristics of any job group identified in the Job Groups List so as to require any New York employee in such job group to enter into a Non-Compete, then WeWork shall notify the OAG in writing no later than fourteen (14) days before requiring any such employee to sign a Non-Compete, unless the modification negotiated by the employee is for a shorter time period, for a smaller geographic scope, or for a narrower prohibition of competitive conduct (collectively "Exempt Modifications"). However, Exempt Modifications must be included in the reports provided to OAG pursuant to paragraph 18(b).

15. Nothing in this Assurance shall be construed to prevent any WeWork employee from negotiating different terms for his or her particular Non-Compete.

16. Following the signing of this Assurance and for a period of two years thereafter from the Effective Date, subject to extension pursuant to paragraphs 21-22 (the "Term" of this Assurance), WeWork will maintain records of the following information: For any New York employee who enters into a Non-Compete but is in a job group that is listed on the Job Groups

List or a job group that is created after the execution of this Assurance, the employee's job group, job title, salary, other compensation, and a short description of the employee's job duties.

17. On or before October 1, 2018, WeWork shall send a notice to all current New York employees, as well as former New York employees whose termination (whether voluntary or involuntary) occurred within the twelve-month period preceding the signing of this Assurance. For such New York employees on the Job Groups List, such notice shall inform such New York employees of the termination of their Non-Compete, as set forth herein. For such New York employees not on the Job Groups List, such notice shall inform such New York employees that certain modifications to their Non-Compete will take effect on or before January 2, 2019. The OAG shall review and approve the notices described in this paragraph by September 17, 2018. WeWork shall provide any such notices by e-mail to former employees' last known email address, except that if WeWork does not have a current e-mail address for any former employee, such notice shall be provided by regular U.S. postal service to their last known U.S. postal address. Within five (5) business days of the completion of sending such notices, WeWork shall send a confirmation to the OAG that notice has been sent as required by this paragraph. Within sixty (60) days of signing this Assurance, WeWork shall provide to the OAG the names of any former employees for whom notice was returned as undeliverable either by e-mail or U.S. mail.

18. Every six months after the signing of this Assurance and to the end of the Term, WeWork shall prepare a written report detailing its compliance with the requirements set forth in this Assurance. The report shall be submitted to the OAG within 30 days following the end of the six-month period. In any case where the circumstances warrant, the OAG may require WeWork to file an interim report of compliance upon forty-five (45) days' notice. All reports submitted pursuant to this paragraph must include at least the following information:

a. All records maintained pursuant to paragraph 16 of this Assurance.

b. A description of the nature and purpose of any changes made to WeWork's Non-Compete policy, including, but not limited to, any changes to the terms of the Non-Compete and any changes to the job groups subject to the Non-Compete.

c. In the event that WeWork commences litigation against any current or former New York employee to enforce a Non-Compete, or either WeWork Legal or People Departments sends a communication to a current or former New York employee or a potential or actual subsequent employer of such employee reflecting WeWork's intent to enforce a Non-Compete, a short description of the circumstances and copies of any relevant litigation documents or communications with the employee or employer.

19. WeWork shall reasonably cooperate with the OAG in any future inquiry by the OAG into WeWork's compliance with the terms of this Assurance.

20. If the Attorney General receives any allegation or other information indicating that there has been a violation of the terms of this Assurance, the Attorney General shall notify WeWork, by e-mail and U.S. mail as provided in paragraph 32, and WeWork shall have fifteen (15) business days from the date the e-mail is sent to investigate the allegation and where warranted, cure the alleged violation.

MISCELLANEOUS

21. This Assurance will expire two (2) years after the Effective Date, subject to the OAG's ability to extend the term of the Assurance by one (1) additional year should the OAG determine, in its sole discretion, that WeWork has materially failed to comply with the Assurance.

22. The OAG shall provide written notice to WeWork during the two-year term at least 30 days in advance of making any determination described in paragraph 21, and WeWork shall have the opportunity to cure the material noncompliance. If the OAG determines that WeWork has cured the material noncompliance, the Assurance shall not be extended.

23. The Attorney General has agreed to the terms of this Assurance based on, among other things, the representations made by WeWork and its counsel, and the Attorney General's own factual investigation. To the extent that any material representations are later found to be false, this Assurance is voidable by the Attorney General in her sole discretion.

24. If the Assurance is voided by the Attorney General pursuant to paragraph 23 or WeWork has failed to cure a material noncompliance with the Assurance pursuant to paragraphs 21 and 22, WeWork agrees and acknowledges that any statute of limitations or other time-related defenses are tolled from and after the Effective Date of this Assurance. WeWork agrees and acknowledges that this Assurance shall in no way bar or otherwise preclude the OAG from commencing, conducting, or prosecuting any investigation, action, or proceeding, however denominated, related to the enforcement or breach of this Assurance, against WeWork, or from using in such investigation, action, or proceeding any statements, documents, or other materials produced or provided by WeWork prior to or after the date of this Assurance. Any civil action or proceeding brought by the OAG to enforce this Assurance will be adjudicated by the courts of the State of New York, and that WeWork irrevocably and unconditionally waives any objection based upon personal jurisdiction, inconvenient forum, or venue.

25. No representation, inducement, promise, understanding, condition, or warranty not set forth in this Assurance has been made to or relied upon by WeWork in agreeing to this Assurance.

26. WeWork represents and warrants, through the signatures below, that the terms and conditions of this Assurance are duly approved, and the execution of this Assurance is duly authorized. WeWork shall not take any action or make any statement denying, directly or indirectly, the propriety of this Assurance or expressing the view that this Assurance is without factual basis. Nothing in this paragraph affects WeWork's (i) testimonial obligations or (ii) right to take legal or factual positions in defense of litigation or other legal, administrative, or regulatory proceedings.

27. Nothing in this Assurance constitutes an endorsement by the OAG of the validity of any particular non-compete, and acceptance of this Assurance by the OAG is not an approval or endorsement by the OAG of any of WeWork's policies, practices or procedures.

28. Pursuant to Executive Law § 63(15), evidence of a violation of this Assurance shall constitute *prima facie* proof of a violation of the applicable law in any civil action or proceeding thereafter commenced by the OAG.

29. If a court of competent jurisdiction, after any appeals by either party, determines that WeWork has violated the Assurance, WeWork shall pay to the OAG the reasonable cost, if any, of obtaining such determination and of enforcing this Assurance, including without limitation legal fees, expenses, and court costs.

30. All terms and conditions of this Assurance shall continue in full force and effect on any successor, assignee, or transferee of WeWork. WeWork shall include any such successor, assignment or transfer agreement a provision that binds the successor, assignee or transferee to the terms of the Assurance. No party may assign, delegate, or otherwise transfer any of its rights or obligations under this Assurance without the prior written consent of the OAG.

31. To the extent not already provided under this Assurance, for the Term of the Assurance, WeWork agrees, upon request by the Attorney General, to provide any documentation and information reasonably requested by the Attorney General to verify compliance with this Assurance.

32. All notices, reports, requests, and other communications to any party pursuant to this Assurance shall be in writing and shall be directed as follows:

From WeWork to the Attorney General:

New York State Office of the Attorney General, Lawrence Reina, Assistant Attorney General, Labor Bureau, 28 Liberty Street, 15th Floor, New York, NY 10005
or Lawrence.Reina@ag.ny.gov

From the Attorney General to WeWork:

Peter Greenspan, General Counsel
115 West 18th Street
New York, NY 10011
Peter.greenspan@wework.com

Any changes in the person to whom communications should be specifically directed shall be made in writing in advance of the change.

33. Nothing contained herein shall be construed as to deprive any person of any private right under the law.

34. This Assurance may not be amended except by an instrument in writing signed on behalf of the Parties to this Assurance.

35. In the event that any one or more of the provisions contained in this Assurance shall for any reason be held by a court of competent jurisdiction to be invalid, illegal, or unenforceable in any respect, in the sole discretion of the OAG, such invalidity, illegality, or unenforceability shall not affect any other provision of this Assurance.

36. This Assurance shall be governed by the laws of the State of New York without regard to any conflict of laws principles.

37. This Assurance may be executed in multiple counterparts by the parties hereto, and each counterpart shall be deemed an original to this Assurance, all of which shall constitute one agreement to be valid as of the Effective Date of this Assurance.

38. The Effective Date of this Assurance shall be September 18, 2018.

BARBARA D. UNDERWOOD
Attorney General of the State of New York
28 Liberty Street
New York, NY 10005

By: _____

Lawrence Reina
Assistant Attorney General
Labor Bureau
28 Liberty Street, 15th Floor
New York, NY 10005
Phone: (212) 416-6383

WEWORK COMPANIES INC.

By: _____

Peter Greenspan, General Counsel
115 West 18th Street
New York, NY 10011
Peter.greenspan@wework.com

STATE OF NEW YORK)
) ss.:
COUNTY OF NEW YORK)

On the 12th day of SEPTEMBER in the year 2018 before me personally came Peter Greenspan to me known, who, being by me duly sworn, did depose and say that he/she/they reside(s) in TENAFLY, NEW JERSEY; that he/she/they is (are) the General Counsel of WeWork Companies, Inc., the corporation described in and which executed the above instrument; that he/she/they know(s) the seal of said corporation; that the seal affixed to said instrument is such corporate seal; that it was so affixed by authority of the board of directors of said corporation, and that he/she/they signed his/her/their names(s) thereto by like authority.

Sworn to before me this
12th day of SEPTEMBER, 2018

NOTARY PUBLIC

Marie Stella Bautista Templo
Notary Public, State of New York
No. 02TE6257240
Qualified in New York County
Commission Expires March 12, 2020

EXHIBIT A

Job Group	Title	Level	Location	# of People
Building Design/Architecture	Designer	**Level 1: Associate 1**	CA	1
Building Design/Architecture	Research Analyst Powered by We	**Level 1: Associate 1**	NY	1
Building Design/Architecture	WeLive Product Specialist	**Level 1: Associate 1**	NY	1
Building Development	Reality Capture Specialist	**Level 1: Associate 1**	Other US	2
Business Operations	Coordinator, Business & Culture Operations - New York	**Level 1: Associate 1**	NY	1
Business Operations	Department Coordinator	**Level 1: Associate 1**	NY	1
Business Operations	Shared Services Analyst	**Level 1: Associate 1**	NY	1
Business Operations	Warehouse and Logistics Analyst	**Level 1: Associate 1**	NY	1
Community	Barista/Mail & Package Associate	**Level 1: Associate 1**	Other US	1
Community	Community Associate	**Level 1: Associate 1**	CA	1
Community	Community Support Specialist	**Level 1: Associate 1**	NY	2
Community	Espresso Bar Manager	**Level 1: Associate 1**	NY	2
Education (Flatiron)	Online Technical Coach	**Level 1: Associate 1**	NY	1
Education (Flatiron)	Online Technical Coach Fellow	**Level 1: Associate 1**	NY	1
Facilities	Community Associate	**Level 1: Associate 1**	NY	2
Facilities	Community Service Associate	**Level 1: Associate 1**	NY	303
Facilities	Community Services Associate	**Level 1: Associate 1**	CA	98
Facilities	Community Services Associate	**Level 1: Associate 1**	IL	17
Facilities	Community Services Associate	**Level 1: Associate 1**	Other US	121
Facilities	Community Services Associate - Mail & Package	**Level 1: Associate 1**	NY	10
Facilities	Community Services Associate - Portfolio	**Level 1: Associate 1**	CA	7
Facilities	Community Services Associate - Portfolio	**Level 1: Associate 1**	IL	5
Facilities	Community Services Associate - Portfolio	**Level 1: Associate 1**	NY	14
Facilities	Community Services Associate - Portfolio	**Level 1: Associate 1**	Other US	5
Facilities	Pantry Manager	**Level 1: Associate 1**	NY	1
Finance	Accounts Payable Associate	**Level 1: Associate 1**	NY	1
Finance	Analyst, Accounts Payable	**Level 1: Associate 1**	NY	1
Finance	Analyst, Treasury	**Level 1: Associate 1**	NY	1
Finance	Associate, Accounts Payable	**Level 1: Associate 1**	NY	2
Finance	Associate, Accounts Payable	**Level 1: Associate 1**	NY	1
Finance	Associate, Member Billing	**Level 1: Associate 1**	NY	1
Finance	Member Billing Analyst	**Level 1: Associate 1**	NY	2
Finance	Member Billing Associate	**Level 1: Associate 1**	NY	2
Human Resources	Associate, Talent Acquisition	**Level 1: Associate 1**	NY	1
Human Resources	Candidate Experience Coordinator	**Level 1: Associate 1**	CA	2

Human Resources	Candidate Experience Coordinator	**Level 1: Associate 1**	NY	1
Human Resources	Marketing Operations Assistant	**Level 1: Associate 1**	NY	1
Human Resources	Onboarding Facilitator & Coordinator	**Level 1: Associate 1**	NY	2
Intern	Architecture Intern	**Level 1: Associate 1**	NY	4
Intern	BIM Intern	**Level 1: Associate 1**	NY	4
Intern	Building Operations Intern	**Level 1: Associate 1**	NY	1
Intern	Construction Intern	**Level 1: Associate 1**	NY	1
Intern	Engineering Intern	**Level 1: Associate 1**	NY	1
Intern	Interior Design Intern	**Level 1: Associate 1**	NY	1
Intern	Intern	**Level 1: Associate 1**	NY	1
Intern	Intern	**Level 1: Associate 1**	NY	5
Intern	Intern	**Level 1: Associate 1**	Other US	1
Intern	Intern, Architecture	**Level 1: Associate 1**	NY	1
Intern	Intern, Interior Design	**Level 1: Associate 1**	NY	1
Intern	Intern, Lighting Design	**Level 1: Associate 1**	NY	2
Intern	Intern, MEP	**Level 1: Associate 1**	NY	3
Intern	Real Estate Intern	**Level 1: Associate 1**	NY	1
Intern	Research Intern	**Level 1: Associate 1**	NY	1
Intern	UI Engineering Intern	**Level 1: Associate 1**	NY	2
Marketing	Assistant Editor/Animator	**Level 1: Associate 1**	NY	1
Marketing	Associate, Events	**Level 1: Associate 1**	NY	1
Marketing	Associate, Social Media	**Level 1: Associate 1**	NY	1
Marketing	Brand Coordinator	**Level 1: Associate 1**	NY	1
Marketing	Community Events Manager	**Level 1: Associate 1**	NY	1
Marketing	Design Specialist	**Level 1: Associate 1**	NY	1
Marketing	Events Associate	**Level 1: Associate 1**	NY	1
Sales	Enterprise Operations Associate	**Level 1: Associate 1**	NY	1
Sales	Sales Associate	**Level 1: Associate 1**	NY	1
Sales	Sales Associate	**Level 1: Associate 1**	NY	1
Technology	Associate Product Manager	**Level 1: Associate 1**	NY	1
Technology	Building Analyst	**Level 1: Associate 1**	NY	3
Technology	Building Analyst (Part-Time)	**Level 1: Associate 1**	NY	3
Technology	Corporate Systems Analyst	**Level 1: Associate 1**	NY	2
Technology	QA Lead	**Level 1: Associate 1**	NY	1
Technology Services	IT Support Associate	**Level 1: Associate 1**	NY	1
Building Design	Building Information Management Specialist	**Level 2: Associate 2**	NY	1

Building Design	Building Information Specialist	**Level 2: Associate 2**	NY	1
Building Design	Design Strategist	**Level 2: Associate 2**	NY	1
Building Design	Designer	**Level 2: Associate 2**	NY	4
Building Design	Designer	**Level 2: Associate 2**	NY	1
Building Design	Designer	**Level 2: Associate 2**	NY	1
Building Design	Interior Designer	**Level 2: Associate 2**	NY	2
Building Design	Lighting Designer	**Level 2: Associate 2**	NY	1
Building Development	Assistant Project Manager	**Level 2: Associate 2**	CA	2
Building Development	Assistant Project Manager	**Level 2: Associate 2**	NY	4
Building Development	Assistant Project Manager	**Level 2: Associate 2**	Other US	1
Building Development	Construction Specialist (Construction Manager Profile)	**Level 2: Associate 2**	NY	1
Building Development	Construction Specialist (Construction Specialist Profile)	**Level 2: Associate 2**	NY	1
Building Development	Reality Capture Specialist	**Level 2: Associate 2**	Other US	4
Building Development	SKU Analyst	**Level 2: Associate 2**	NY	1
Business Operations	Administrative Assistant (Administrative Assistant Profile)	**Level 2: Associate 2**	NY	2
Business Operations	Administrative Assistant (Executive Assistant Job Profile)	**Level 2: Associate 2**	NY	1
Business Operations	Administrative Assistant (M-Non-Exempt, Salaried Profile)	**Level 2: Associate 2**	NY	1
Business Operations	Analyst, Contracts	**Level 2: Associate 2**	NY	1
Business Operations	Analyst, Strategic Planning (Analyst (Part Time) Profile)	**Level 2: Associate 2**	NY	1
Business Operations	Analyst, Strategic Planning (Manager, Strategic Projects Profile)	**Level 2: Associate 2**	NY	1
Business Operations	Asset Management Specialist, Technology	**Level 2: Associate 2**	NY	1
Business Operations	Associate Project Analyst	**Level 2: Associate 2**	NY	1
Business Operations	Business Operations Manager	**Level 2: Associate 2**	NY	1
Business Operations	Community Coordinator	**Level 2: Associate 2**	Other US	1
Business Operations	Coordinator, Business & Culture Operations	**Level 2: Associate 2**	NY	1
Business Operations	Department Coordinator, Public Affairs	**Level 2: Associate 2**	NY	1
Business Operations	Design Admin	**Level 2: Associate 2**	NY	1
Business Operations	Digital Operations Associate	**Level 2: Associate 2**	NY	1
Business Operations	Digital Operations Associate (Digital Support Assoc Profile)	**Level 2: Associate 2**	NY	1
Business Operations	Digital Support Associate	**Level 2: Associate 2**	NY	2
Business Operations	Discipline Coordinator	**Level 2: Associate 2**	NY	1
Business Operations	Executive Assistant (Exec Asst Hourly Profile)	**Level 2: Associate 2**	NY	1
Business Operations	Executive Assistant (Executive Asst Profile)	**Level 2: Associate 2**	NY	7
Business Operations	Executive Assistant (Executive Asst Profile)	**Level 2: Associate 2**	Other US	1
Business Operations	Executive Assistant, Midwest	**Level 2: Associate 2**	IL	1
Business Operations	Legal Assistant	**Level 2: Associate 2**	NY	1

Business Operations	Marketing Analytics & Operations Associate	**Level 2: Associate 2**	NY	1
Business Operations	Office Coordinator	**Level 2: Associate 2**	NY	1
Business Operations	Operations System Specialist	**Level 2: Associate 2**	NY	1
Business Operations	People Applications Associate	**Level 2: Associate 2**	NY	1
Business Operations	Pro Billing Specialist	**Level 2: Associate 2**	NY	1
Business Operations	Program Coordinator	**Level 2: Associate 2**	NY	1
Business Operations	Project Manager, WeLive	**Level 2: Associate 2**	NY	1
Business Operations	Real Estate Associate	**Level 2: Associate 2**	NY	1
Business Operations	Senior Data Analyst - Marketing Insights & Analytics	**Level 2: Associate 2**	NY	1
Community	Community Associate	**Level 2: Associate 2**	CA	36
Community	Community Support Specialist	**Level 2: Associate 2**	NY	5
Community	Community Support Specialist (M-Non-Exempt, Salaried Profile)	**Level 2: Associate 2**	NY	1
Community	Community Support Specialist, Bilingual	**Level 2: Associate 2**	NY	2
Community	Community Support Specialist, Bilingual (M-Non-Exempt, Salaried Profile)	**Level 2: Associate 2**	NY	1
Community	Fire Safety Director / Mail and Package Associate	**Level 2: Associate 2**	NY	2
Community	Member Support Analyst	**Level 2: Associate 2**	NY	1
Community	Member Support Analyst (Member Support Analyst Profile)	**Level 2: Associate 2**	CA	1
Community	Member Support Analyst (Member Support Analyst Profile)	**Level 2: Associate 2**	NY	7
Community	Member Support Manager	**Level 2: Associate 2**	CA	1
Community	Systems Coordinator	**Level 2: Associate 2**	NY	1
Education (Flatiron)	Assistant Section Lead	**Level 2: Associate 2**	NY	2
Education (Flatiron)	Assistant Section Lead	**Level 2: Associate 2**	Other US	2
Education (Flatiron)	Career Coach	**Level 2: Associate 2**	CA	1
Education (Flatiron)	Career Coach	**Level 2: Associate 2**	NY	9
Education (Flatiron)	Career Coach	**Level 2: Associate 2**	Other US	2
Education (Flatiron)	Career Coach	**Level 2: Associate 2**	NY	1
Education (Flatiron)	Career Services Infrastructure	**Level 2: Associate 2**	NY	1
Education (Flatiron)	Educational Coach	**Level 2: Associate 2**	NY	1
Education (Flatiron)	Educational Coach (FSWD)	**Level 2: Associate 2**	NY	13
Education (Flatiron)	Educational Coach (FSWD)	**Level 2: Associate 2**	Other US	6
Education (Flatiron)	Online Technical Coach	**Level 2: Associate 2**	CA	2
Education (Flatiron)	Online Technical Coach	**Level 2: Associate 2**	NY	13
Education (Flatiron)	Online Technical Coach	**Level 2: Associate 2**	Other US	6
Education (Flatiron)	Senior Curriculum Developer (FSWD)	**Level 2: Associate 2**	NY	1
Education (Flatiron)	Student Service Representative	**Level 2: Associate 2**	NY	1
Education (Flatiron)	Technical Coach Lead (FSWD)	**Level 2: Associate 2**	CA	2

Education (Flatiron)	Technical Coach Lead (FSWD)	**Level 2: Associate 2**	Other US	1
Education (Flatiron)	Technical Coaching Fellow	**Level 2: Associate 2**	NY	8
Facilities	Facilities Assistant, Evenings	**Level 2: Associate 2**	NY	1
Facilities	Facilities Lead	**Level 2: Associate 2**	IL	4
Facilities	Facilities Lead	**Level 2: Associate 2**	NY	27
Facilities	Facilities Lead	**Level 2: Associate 2**	Other US	16
Facilities	Help Desk Manager	**Level 2: Associate 2**	CA	2
Finance	Accounting Analyst	**Level 2: Associate 2**	NY	5
Finance	Accounting Analyst, Expense	**Level 2: Associate 2**	NY	1
Finance	Accounting Analyst, Projects	**Level 2: Associate 2**	NY	1
Finance	Accounting Analyst, Real Estate	**Level 2: Associate 2**	NY	1
Finance	Accounting Clerk	**Level 2: Associate 2**	NY	1
Finance	Analyst, Alternative Revenue	**Level 2: Associate 2**	NY	1
Finance	Analyst, Real Estate Finance	**Level 2: Associate 2**	NY	1
Finance	Analyst, Vendor Management	**Level 2: Associate 2**	NY	1
Finance	Financial Analyst	**Level 2: Associate 2**	NY	1
Finance	Real Estate and Lease Operation Analyst	**Level 2: Associate 2**	NY	1
Finance	Staff Accountant	**Level 2: Associate 2**	NY	1
Finance	Treasury Analyst	**Level 2: Associate 2**	NY	1
Human Resources	Analyst, Compensation	**Level 2: Associate 2**	NY	1
Human Resources	Associate, Learning and Development	**Level 2: Associate 2**	NY	1
Human Resources	Associate, Learning and Development	**Level 2: Associate 2**	NY	1
Human Resources	Associate, Talent Acquisition	**Level 2: Associate 2**	NY	4
Human Resources	Candidate Experience Coordinator	**Level 2: Associate 2**	NY	1
Human Resources	Global Onboarding Associate	**Level 2: Associate 2**	NY	1
Human Resources	Lead, Culture	**Level 2: Associate 2**	NY	1
Human Resources	Recruiting Specialist	**Level 2: Associate 2**	NY	1
Human Resources	Senior Associate, HR	**Level 2: Associate 2**	NY	1
Human Resources	Senior Associate, Talent Acquisition	**Level 2: Associate 2**	Other US	1
Human Resources	Talent Associate	**Level 2: Associate 2**	NY	1
Marketing	Associate, Travel	**Level 2: Associate 2**	NY	1
Marketing	Communications Designer	**Level 2: Associate 2**	NY	1
Marketing	Copywriter	**Level 2: Associate 2**	NY	1
Marketing	Email Developer	**Level 2: Associate 2**	NY	1
Marketing	Email/Lifecycle Marketing Associate	**Level 2: Associate 2**	NY	1
Marketing	Engagement Marketing Associate	**Level 2: Associate 2**	NY	1

Marketing	Engagement Marketing Associate, North America	**Level 2: Associate 2**	NY	1
Marketing	Event Coordinator	**Level 2: Associate 2**	Other US	1
Marketing	Events Associate	**Level 2: Associate 2**	NY	1
Marketing	Events Producer	**Level 2: Associate 2**	NY	1
Marketing	Graphic Designer	**Level 2: Associate 2**	NY	4
Marketing	Graphic Designer (F-Markeing Graphic Designer Profile)	**Level 2: Associate 2**	NY	1
Marketing	Junior Graphic Designer	**Level 2: Associate 2**	NY	2
Marketing	Manager	**Level 2: Associate 2**	NY	1
Marketing	Marketing Associate, Paid Social	**Level 2: Associate 2**	NY	2
Marketing	Photography Assistant	**Level 2: Associate 2**	NY	1
Public Affairs	Department Associate, Creator Awards	**Level 2: Associate 2**	NY	1
Public Affairs	Digital Creator Awards Associate	**Level 2: Associate 2**	NY	1
Real Estate	Analyst, Real Estate	**Level 2: Associate 2**	NY	1
Sales	Account Management Associate	**Level 2: Associate 2**	NY	1
Sales	Account Manager	**Level 2: Associate 2**	NY	1
Sales	Analyst, Member Success	**Level 2: Associate 2**	NY	1
Sales	Associate	**Level 2: Associate 2**	NY	1
Sales	Associate (Account Manager, Referrals and Partnerships Profile)	**Level 2: Associate 2**	NY	1
Sales	Associate, Broker Programs	**Level 2: Associate 2**	NY	1
Sales	Associate, Enterprise Account Executive	**Level 2: Associate 2**	NY	1
Sales	Associate, New Member Development	**Level 2: Associate 2**	NY	4
Sales	Associate, New Member Development - East	**Level 2: Associate 2**	NY	1
Sales	Associate, New Member Development - South	**Level 2: Associate 2**	NY	1
Sales	Associate, New Member Development - Tri-State	**Level 2: Associate 2**	NY	1
Sales	Associate, New Member Development, West	**Level 2: Associate 2**	NY	1
Sales	Business Development Associate	**Level 2: Associate 2**	NY	3
Sales	Coordinator	**Level 2: Associate 2**	NY	1
Sales	Department Coordinator	**Level 2: Associate 2**	NY	1
Sales	Enrollments Specialist	**Level 2: Associate 2**	NY	2
Sales	Enterprise Business Development Manager	**Level 2: Associate 2**	CA	1
Sales	Enterprise Financial Analyst	**Level 2: Associate 2**	NY	1
Sales	Enterprise Sales Development Associate	**Level 2: Associate 2**	NY	1
Sales	Enterprise Sales Strategy and Operations, Junior Associate	**Level 2: Associate 2**	NY	1
Sales	Global Sales Training Coordinator	**Level 2: Associate 2**	NY	1
Sales	Manager, Partner Management & Services Operations	**Level 2: Associate 2**	NY	1
Sales	Marketing Associate, Real Estate Marketing	**Level 2: Associate 2**	NY	1

Sales	New Member Development Associate	**Level 2: Associate 2**	NY	1
Sales	New Member Development, Senior Associate	**Level 2: Associate 2**	NY	3
Sales	Operations Associate	**Level 2: Associate 2**	NY	1
Sales	Private Event Sales Coordinator	**Level 2: Associate 2**	NY	1
Sales	Program Coordinator	**Level 2: Associate 2**	NY	1
Sales	Regional Sales Lead	**Level 2: Associate 2**	Other US	1
Sales	Sales Associate, New Member Development	**Level 2: Associate 2**	NY	1
Sales	Sales Development Representative	**Level 2: Associate 2**	NY	1
Sales	Sales Lead	**Level 2: Associate 2**	NY	1
Sales	Sales Lead	**Level 2: Associate 2**	CA	1
Sales	Sales Lead	**Level 2: Associate 2**	IL	1
Sales	Sales Lead	**Level 2: Associate 2**	Other US	4
Sales	Sales Lead, Tri-State	**Level 2: Associate 2**	NY	2
Sales	Sales Operations Associate	**Level 2: Associate 2**	NY	1
Sales	Senior Associate, New Member Development	**Level 2: Associate 2**	NY	2
Sales	Senior Associate, New Member Development - East	**Level 2: Associate 2**	NY	1
Sales	Senior Associate, New Member Development - Tri-State	**Level 2: Associate 2**	NY	1
Sales	Senior Associate, Sales Strategy	**Level 2: Associate 2**	Other US	1
Technology	Android Engineer	**Level 2: Associate 2**	NY	1
Technology	Associate Product Manager	**Level 2: Associate 2**	NY	1
Technology	Associate Product Manager (Product Manager Profile)	**Level 2: Associate 2**	NY	1
Technology	Associate Software Engineer	**Level 2: Associate 2**	NY	1
Technology	Associate, Product Manager	**Level 2: Associate 2**	NY	1
Technology	Core Engineer	**Level 2: Associate 2**	NY	1
Technology	Data Analyst, People Analytics	**Level 2: Associate 2**	NY	1
Technology	Data Engineer	**Level 2: Associate 2**	NY	1
Technology	Designer	**Level 2: Associate 2**	NY	2
Technology	Designer (Product Designer Profile)	**Level 2: Associate 2**	NY	2
Technology	Full Stack Engineer	**Level 2: Associate 2**	NY	1
Technology	iOs Engineer	**Level 2: Associate 2**	NY	1
Technology	Jr. Product Designer	**Level 2: Associate 2**	NY	1
Technology	Product Designer	**Level 2: Associate 2**	NY	1
Technology	Product Designer	**Level 2: Associate 2**	NY	1
Technology	Product Support Specialist	**Level 2: Associate 2**	NY	1
Technology	Production Support Analyst	**Level 2: Associate 2**	Other US	1
Technology	QA Engineer	**Level 2: Associate 2**	NY	1

Technology	Quality Assurance Engineer	**Level 2: Associate 2**	NY	1
Technology	Researcher	**Level 2: Associate 2**	NY	1
Technology	Senior Technical Coaching Fellow	**Level 2: Associate 2**	Other US	1
Technology	Software Engineer	**Level 2: Associate 2**	NY	2
Technology	Software Engineer	**Level 2: Associate 2**	NY	1
Technology	Software Engineer (Software Engineer Profile)	**Level 2: Associate 2**	NY	7
Technology	Systems Engineer	**Level 2: Associate 2**	NY	1
Technology	Systems Support Specialist	**Level 2: Associate 2**	NY	1
Technology Services	Analyst	**Level 2: Associate 2**	NY	1
Technology Services	Audio Visual Engineer	**Level 2: Associate 2**	CA	1
Technology Services	Audio Visual Engineer	**Level 2: Associate 2**	NY	1
Technology Services	Audio Visual Engineer	**Level 2: Associate 2**	Other US	1
Technology Services	Audio Visual Events Engineer	**Level 2: Associate 2**	NY	1
Technology Services	Audio Visual Events Engineer (Audio Visual Specialist Profile)	**Level 2: Associate 2**	NY	1
Technology Services	Corporate Service Technician	**Level 2: Associate 2**	NY	3
Technology Services	Junior Technology Lead	**Level 2: Associate 2**	Other US	1
Technology Services	Section Lead	**Level 2: Associate 2**	Other US	1
Technology Services	Security Analyst	**Level 2: Associate 2**	NY	1
Technology Services	Security Analyst	**Level 2: Associate 2**	NY	1
Unnamed Job Group	Manager, Retail	**Level 2: Associate 2**	NY	1
Building Design	Architect	**Level 3: Lead 1**	CA	4
Building Design	Building Information Specialist	**Level 3: Lead 1**	CA	2
Building Design	Designer	**Level 3: Lead 1**	CA	3
Building Design	Interior Designer	**Level 3: Lead 1**	CA	6
Building Development	Construction Specialist	**Level 3: Lead 1**	CA	1
Building Development	Inventory Manager	**Level 3: Lead 1**	NY	1
Building Development	Inventory Manager (Supply Chain Analyst Profile)	**Level 3: Lead 1**	NY	3
Building Development	Logistics Specialist	**Level 3: Lead 1**	NY	1
Building Development	Supply Chain Analyst	**Level 3: Lead 1**	CA	4
Building Development	Supply Chain Analyst	**Level 3: Lead 1**	NY	1
Business Operations	Analyst, Vendor Management	**Level 3: Lead 1**	NY	3
Business Operations	Department Coordinator	**Level 3: Lead 1**	NY	1
Business Operations	Executive Assistant	**Level 3: Lead 1**	CA	1
Business Operations	Executive Assistant	**Level 3: Lead 1**	NY	12
Business Operations	Executive Assistant	**Level 3: Lead 1**	NY	1
Business Operations	Executive Assistant (Exec Asst Hourly Profile)	**Level 3: Lead 1**	CA	1

Business Operations	Localization Project Coordinator & Korean Language Specialist	**Level 3: Lead 1**	NY	1
Community	Community Events Associate	**Level 3: Lead 1**	NY	1
Community	Community Lead	**Level 3: Lead 1**	CA	6
Community	Community Lead (Community Hospitality Specialism Profile)	**Level 3: Lead 1**	CA	4
Community	Community Lead (Community Lead - Generalist Profile)	**Level 3: Lead 1**	CA	4
Community	Community Lead (Community Lead Profile)	**Level 3: Lead 1**	CA	35
Community	Community Lead (Community Operations Specialism Profile)	**Level 3: Lead 1**	CA	3
Community	Community Lead (Community Sales Specialism Profile)	**Level 3: Lead 1**	CA	2
Community	Community Lead (Community Wellness Associate Manager)	**Level 3: Lead 1**	CA	1
Community	Community Manager	**Level 3: Lead 1**	CA	2
Community	Executive Assistant	**Level 3: Lead 1**	CA	1
Education (Flatiron)	Section Lead	**Level 3: Lead 1**	CA	1
Facilities	Facilities Lead	**Level 3: Lead 1**	CA	1
Facilities	Facilities Operations Technician - Hourly	**Level 3: Lead 1**	CA	16
Facilities	Help Desk Agent	**Level 3: Lead 1**	NY	1
Facilities	Help Desk Manager, East	**Level 3: Lead 1**	IL	1
Facilities	Security Lead	**Level 3: Lead 1**	CA	1
Facilities	Security Lead	**Level 3: Lead 1**	NY	1
Facilities	Security Lead	**Level 3: Lead 1**	Other US	1
Facilities	Security Lead - Tri-State	**Level 3: Lead 1**	NY	1
Facilities	Security Technician - South	**Level 3: Lead 1**	Other US	1
Facilities	Superintendent	**Level 3: Lead 1**	NY	1
Finance	Accounting Analyst	**Level 3: Lead 1**	NY	2
Finance	Accounting Analyst, Expense	**Level 3: Lead 1**	NY	1
Finance	Analyst, Inventory Management	**Level 3: Lead 1**	NY	1
Finance	Associate, Lease Accountant	**Level 3: Lead 1**	NY	1
Finance	Associate, Staff Accountant	**Level 3: Lead 1**	NY	1
Finance	Senior Tax Accountant	**Level 3: Lead 1**	NY	1
Human Resources	Associate, Talent Acquisition	**Level 3: Lead 1**	NY	1
Human Resources	Senior Associate, Talent Acquisition	**Level 3: Lead 1**	CA	1
Human Resources	Senior People Associate, US & Canada West	**Level 3: Lead 1**	CA	1
Legal	Associate, Contracts	**Level 3: Lead 1**	NY	2
Legal	Contracts Associate	**Level 3: Lead 1**	NY	1
Legal	Paralegal	**Level 3: Lead 1**	NY	1
Legal	Paralegal, Real Estate	**Level 3: Lead 1**	NY	1
Marketing	Marketing Associate	**Level 3: Lead 1**	NY	1

Marketing	Copywriter	**Level 3: Lead 1**	NY	1
Marketing	Culture Planning Lead, West	**Level 3: Lead 1**	CA	1
Marketing	Engagement Marketing Associate	**Level 3: Lead 1**	NY	1
Marketing	Events Associate	**Level 3: Lead 1**	NY	1
Sales	Enrollments Specialist	**Level 3: Lead 1**	CA	1
Sales	Enterprise Sales Associate	**Level 3: Lead 1**	NY	1
Sales	Enterprise Sales Development Associate	**Level 3: Lead 1**	NY	1
Sales	Enterprise Sales Development Senior Associate	**Level 3: Lead 1**	NY	1
Sales	Global Project Coordinator	**Level 3: Lead 1**	NY	1
Sales	Sales Associate, New Member Development	**Level 3: Lead 1**	NY	3
Sales	Sales Lead	**Level 3: Lead 1**	CA	3
Sales	Senior Sales Lead	**Level 3: Lead 1**	CA	2
Technology	Data Engineer	**Level 3: Lead 1**	CA	1
Technology	Localization Project Coordinator	**Level 3: Lead 1**	NY	1
Technology	Position Localization Project Coordinator	**Level 3: Lead 1**	NY	1
Technology Services	Audio Visual Engineer	**Level 3: Lead 1**	CA	2
Technology Services	Executive Corporate Service Technician	**Level 3: Lead 1**	NY	1
Technology Services	Technology Engineer	**Level 3: Lead 1**	CA	1
Technology Services	Technology Lead	**Level 3: Lead 1**	CA	5
Technology Services	Technology Services Lead	**Level 3: Lead 1**	CA	2
Building Design	Project Engineer	**Level 4: Lead 2**	CA	3
Building Design	Senior Architect	**Level 4: Lead 2**	CA	1
Building Design	Senior Interior Designer	**Level 4: Lead 2**	CA	3
Building Development	Development Operations Manager	**Level 4: Lead 2**	NY	1
Building Development	Inventory Manager	**Level 4: Lead 2**	NY	1
Building Development	Inventory Manager	**Level 4: Lead 2**	NY	1
Building Development	Logistics Specialist	**Level 4: Lead 2**	CA	1
Building Development	Project Manager	**Level 4: Lead 2**	CA	2
Building Development	Senior Construction Manager	**Level 4: Lead 2**	CA	1
Building Development	Supply Chain Analyst	**Level 4: Lead 2**	NY	4
Building Development	Warehouse Specialist	**Level 4: Lead 2**	NY	1
Business Operations	Chief of Staff	**Level 4: Lead 2**	DC	1
Business Operations	Chief of Staff	**Level 4: Lead 2**	NY	2
Business Operations	Department Coordinator	**Level 4: Lead 2**	FL	1
Business Operations	Senior Analyst, Vendor Management	**Level 4: Lead 2**	NY	1
Facilities	Building Services Manager	**Level 4: Lead 2**	CA	1

Facilities	Community Service Lead	**Level 4: Lead 2**	CA	1
Finance	Accounts Payable Analyst	**Level 4: Lead 2**	NY	1
Finance	Lead, Accounts Payable	**Level 4: Lead 2**	NY	2
Finance	Senior Analyst, Treasury	**Level 4: Lead 2**	NY	1
Finance	Senior Treasury Analyst	**Level 4: Lead 2**	NY	1
Human Resources	Analyst, Global Mobility	**Level 4: Lead 2**	NY	1
Human Resources	Learning Specialist	**Level 4: Lead 2**	CA	1
Human Resources	Learning Specialist	**Level 4: Lead 2**	CA	1
Marketing	Coordinator, Strategic Events Total	**Level 4: Lead 2**	NY	1
Marketing	Copywriter	**Level 4: Lead 2**	NY	1
Marketing	Events Lead	**Level 4: Lead 2**	CA	1
Marketing	Marketing Manager, West	**Level 4: Lead 2**	CA	1
Public Affairs	Associate Communications Manager	**Level 4: Lead 2**	NY	1
Sales	Member Success Manager	**Level 4: Lead 2**	CA	1
Sales	Regional Member Success Manager	**Level 4: Lead 2**	CA	2
Sales	Sales Lead	**Level 4: Lead 2**	CA	4
Sales	Senior Sales Lead	**Level 4: Lead 2**	CA	1
Sales	Senior Sales Lead, West	**Level 4: Lead 2**	CA	1
Technology	Translation Coordinator	**Level 4: Lead 2**	NY	1
Technology Services	Department Coordinator	**Level 4: Lead 2**	NY	1
Technology Services	Senior Corporate Service Technician	**Level 4: Lead 2**	NY	1
Technology Services	Technology Engineer	**Level 4: Lead 2**	CA	1
Technology Services	Technology Services Lead	**Level 4: Lead 2**	CA	2
Technology Services	Technology Services Manager	**Level 4: Lead 2**	CA	1
Building Design	Building Information Specialist	**Level 5: Manager 1**	CA	1
Building Design	Senior Graphic Designer	**Level 5: Manager 1**	CA	1
Building Development	Logistics Specialist	**Level 5: Manager 1**	CA	2
Building Development	Logistics Specialist	**Level 5: Manager 1**	NY	6
Building Development	Project Manager	**Level 5: Manager 1**	CA	1
Building Development	Senior Project Manager	**Level 5: Manager 1**	CA	1
Building Development	Senior Project Manager	**Level 5: Manager 1**	CA	1
Business Operations	Chief of Staff	**Level 5: Manager 1**	CA	1
Business Operations	Director, Strategy & Operations	**Level 5: Manager 1**	CA	1
Business Operations	Manager, Billing & Collections Operations	**Level 5: Manager 1**	NY	1
Business Operations	Manager, Inventory Management	**Level 5: Manager 1**	NY	1
Community	Community Manager	**Level 5: Manager 1**	CA	28

Facilities	Manager, Building Openings	**Level 5: Manager 1**	CA	1
Facilities	Security Manager	**Level 5: Manager 1**	CA	1
Finance	Manager, Payroll	**Level 5: Manager 1**	NY	1
Finance	Regional Finance Manager, West	**Level 5: Manager 1**	CA	1
Human Resources	Learning Specialist	**Level 5: Manager 1**	CA	1
Human Resources	Manager, People (Northern California)	**Level 5: Manager 1**	CA	1
Human Resources	People Manager, Southwest	**Level 5: Manager 1**	CA	1
Legal	Counsel, Technology, Privacy, and Cybersecurity	**Level 5: Manager 1**	CA	1
Marketing	Events Manager	**Level 5: Manager 1**	CA	1
Marketing	Events Space Manager	**Level 5: Manager 1**	NY	1
Marketing	Manager, Events & Partnerships - West	**Level 5: Manager 1**	CA	1
Marketing	Social Media Manager	**Level 5: Manager 1**	CA	1
Real Estate	Associate Director, Real Estate	**Level 5: Manager 1**	CA	1
Sales	Sales Operations Lead, West	**Level 5: Manager 1**	CA	1
Technology	Lead Engineer	**Level 5: Manager 1**	CA	1
Technology	Senior Product Manager	**Level 5: Manager 1**	CA	1
Technology	Support Manager, Response	**Level 5: Manager 1**	CA	1
Technology Services	Regional Manager, Corporate Technology, West	**Level 5: Manager 1**	CA	1
Technology Services	Senior Desk Manager: US & Canada	**Level 5: Manager 1**	NY	1
Technology Services	Senior Technology Engineer	**Level 5: Manager 1**	CA	1
Building Development	Associate, Construction Manager	**Level 6: Manager 2**	CA	2
Business Operations	Senior Project Manager	**Level 6: Manager 2**	CA	1
Community	Community Manager	**Level 6: Manager 2**	CA	1
Facilities	Director of Community Services, US & Canada West	**Level 6: Manager 2**	CA	1
Facilities	Facilities Manager	**Level 6: Manager 2**	CA	3
Facilities	Security Manager	**Level 6: Manager 2**	CA	1
Real Estate	Associate Director, Real Estate Transactions	**Level 6: Manager 2**	CA	1
Sales	Account Manager, PxWe	**Level 6: Manager 2**	CA	1
Sales	Sales Manager	**Level 6: Manager 2**	CA	1
Technology	Lead Software Engineer, Site Reliability Engineering	**Level 6: Manager 2**	CA	1
Technology	Staff Software Engineer, Core Identity	**Level 6: Manager 2**	CA	1
Technology Services	Regional Manager, Corporate Technology, West	**Level 6: Manager 2**	CA	1
Building Design	Technical Director	**Level 7: Director 1**	CA	1
Building Development	Associate, Development Director	**Level 7: Director 1**	CA	1
Business Operations	Director of Operations & Chief of Staff	**Level 7: Director 1**	CA	1
Community	Community Director	**Level 7: Director 1**	CA	6

Community	Director of Community, Southwest	**Level 7: Director 1**	CA	1
Community	Director of Operations, Southern California	**Level 7: Director 1**	CA	1
Community	Director, Hospitality, West	**Level 7: Director 1**	CA	1
Human Resources	Director, Talent Attraction	**Level 7: Director 1**	CA	1
Legal	Senior Counsel, Real Estate	**Level 7: Director 1**	CA	1
Marketing	Marketing Director, West	**Level 7: Director 1**	CA	1
Real Estate	Director of Real Estate	**Level 7: Director 1**	CA	1
Real Estate	Director, Real Estate Development	**Level 7: Director 1**	CA	1
Sales	Sales Director, West	**Level 7: Director 1**	CA	1
Technology	Associate, Director of Digital Support & QA	**Level 7: Director 1**	CA	1
Technology	Director - Powered by We Delivery	**Level 7: Director 1**	CA	1
Technology	Principal Data Engineer	**Level 7: Director 1**	CA	1
Technology Services	Associate, ICT Director	**Level 7: Director 1**	CA	1
Technology Services	Director, Technology Services, West	**Level 7: Director 1**	CA	1
Building Development	Senior Associate, Development Director	**Level 8: Director 2**	CA	1
Executive	Acting General Manager	**Level 8: Director 2**	CA	1
Human Resources	Director Technology Recruiting	**Level 8: Director 2**	CA	1
Human Resources	People Partner, West	**Level 8: Director 2**	CA	1
Public Affairs	Director, Public Affairs, West	**Level 8: Director 2**	CA	1
Public Affairs	Head of Public Affairs, US & Canada	**Level 8: Director 2**	CA	1
Real Estate	VP Real Estate	**Level 8: Director 2**	CA	1
Sales	Director of Channel Partner Sales, West	**Level 8: Director 2**	CA	1
Executive	Head of Operations, West	**Level 9: VP**	CA	1
Finance	VP, Finance	**Level 9: VP**	CA	1
Human Resources	Director, People Team, West	**Level 9: VP**	CA	1
Technology	VP of Software Engineering	**Level 9: VP**	CA	1
Technology	VP, Engineering	**Level 9: VP**	CA	1
Technology	VP, Product Management	**Level 9: VP**	CA	1
Executive	Chief We Officer	**Level 11: Manager Partner**	CA	1
Executive	Chief Product Officer	**Level 12: Executive Partner**	CA	1

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EXHIBIT B

5. Non-Competition and Non-Solicitation

(a) Non-Competition and Non-Solicitation. During the Employee's Service and for a period of six months [**For Leadership Level Employees Only:** one year] after the termination or cessation of the Employee's Service for any reason, the Employee will not directly or indirectly:

(i) engage or assist others in engaging in the design, development, sale, distribution, marketing, operation and/or management of products or services that can be used as a substitute for, or are generally intended (either individually or collectively) to satisfy the same customer needs for, any one or more of **(X)** WeWork's established business lines (which may be referred to internally as "missions"), offerings and corporate initiatives as of the termination of the Employee's Service (the "**Established Businesses**") in which the Employee was materially involved with developing, creating, and/or managing during the last year of the Employee's Service, as determined by the Employee's manager upon the Employee's selection to a particular group at hiring or via internal transfer ("**Material Involvement**"), within fifteen (15) miles of any current or projected WeWork location that is or is projected to be engaged in any of such Established Businesses in which the Employee has Material Involvement, as published at [WeWork intranet page] at the time of the Employee's termination.

[**For Leadership Level Employees Only:** or **(Y)** any missions, business lines, offerings or corporate initiatives that WeWork was engaged in during the last year of the Employee's Service]; . . .

. . .

A list of the Established Businesses as of the date of this Agreement is provided for reference in Appendix B, and a current version is available at all times at [WeWork's intranet page] and by request to WeWork's Legal or People departments.