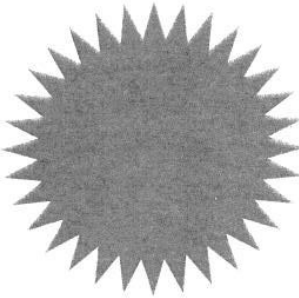




*eBay Behaviors
Award*

Presented To:

Manny Kepas



This Certifies that the above mentioned person is the recipient of the eWatch "Living the eBay Behaviors" award and is hereby deserving of this special recognition.

In Witness Whereof, Susan Dutton would like to thank Manny for an exemplary demonstration of the eBay behaviors. By Leading Completely, Practicing Judgment, Trusting each other and Keeping it human Manny continually reinforced his strength in leading the eWatch team towards living the eBay Behaviors while Susan was on Sabbatical.

A handwritten signature in black ink, appearing to read "Susan Dutton".

*8/15-10/2
2005*

*Susan Dutton,
eWatch Sr. Manager*

Additional Bonus History: Updated as of 25-Jan-2006

Effective Date	Name	Amount	Currency
13-Oct-2005	Blue Moon Award	500.00	USD

Differential History: Updated as of 25-Jan-2006

Effective Date	End Date	Name	Amount %	Currency
No Records Found				

Performance History: Updated as of 25-Jan-2006

Effective Date	End Date	Rating	Rating Description
01-Jan-2004	31-Dec-2004	3	Strong Contribution
01-Jan-2003	31-Dec-2003	3	Strong Contribution

Training History: Updated Monthly | Note: Displayed are the common global management and employee development programs.

Effective Date	Training Course
07-Dec-2005	Developing People
30-Jun-2005	What You Need to Know About E-mail
30-Jun-2005	eBay Code of Business Conduct
02-Sep-2004	Role of the eBay Manager
28-Jan-2004	Managing Total Compensation

Sabbatical History: Updated as of 25-Jan-2006

Effective Date	Reason	Sabbatical Service Date	Eligibility Start Date	Eligibility End Date
21-Jul-2003	Hiring	21-Jul-2003	21-Jul-2008	20-Jul-2009

Stock Option and ESPP Information

Employee Stock Option and Employee Stock Purchase Plan information is available within your E*TRADE FINANCIAL account at www.etrade.com/stockplans. Plan prospectus and other Stock documents are also available on [Employee Stock Plan](#) on IWeb.

[Print](#)

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