

CONSENT TO LOANED EMPLOYEE STATUS

I, Boris Nikolic, have terminated my employment relationship with the Bill & Melinda Gates Foundation (the "Foundation"), effective as of April 18th, 2010, and have become an employee of BGC3, an entity that is owned personally by Bill Gates. I understand that my new employer, BGC3, has agreed to assign me to provide services temporarily to the Foundation in connection with an agreement between BGC3 and the Foundation and I have consented to such arrangement. While fulfilling my duties in connection with my assignment to the Foundation, I agree to comply with all Foundation rules, policies and procedures.

I understand that any equipment issued to me by the Foundation must be used solely for my work at the Foundation and may not be used by me for the benefit of BGC3. I understand that I will not be issued a Foundation credit card and that all expenses incurred in connection with my work while on assignment for the Foundation will be covered by BGC3. I understand that at all times when I am performing work for the Foundation, I will be deemed jointly employed by BGC3 and the Foundation solely for the purposes of workers' compensation coverage.

I understand that BGC3 and the Foundation may alter or end this arrangement for any reason without prior notice to or consent from me. I further acknowledge that the loan of my services by BGC3 to the Foundation does not otherwise alter the at-will nature or terms and conditions of my employment with BGC3. I understand that BGC3 will be solely responsible for payment of all of wages, benefits, compensation, employment taxes and withholding, expense reimbursement (collectively, "compensation"), and all other aspects of my employment, and I agree and acknowledge that I have no claim against the Foundation for any such compensation.

Signature

Boris Nikolic

Print Name

Date

4/7/10

Witness Signature

Chelsea Stubbins

Print Name

Date

4/7/2010