

September 2, 2005

Frank Gibeau

Dear Frank:

I am pleased to confirm your new leadership role at EA with a promotion to Executive Vice President and General Manager, North America Publishing, effective September 5<sup>th</sup>, 2005, reporting to me.

Your new annual salary will be increased to \$350,000, and your annual bonus target will be increased to 60%. Any bonus earned in fiscal year 2006 will be prorated to reflect the appropriate portion of time spent in your former and new positions.

In addition, I will recommend to the Compensation Committee that you be granted a Non-Qualified Option to purchase 100,000 shares of Electronic Arts common stock in accordance with our 2000 Equity Incentive Plan. These options will be granted and priced on Friday, September 2<sup>nd</sup>, 2005, and will cliff vest 100% on the fourth anniversary of the date of grant.

Congratulations on this well deserved promotion!

Sincerely,

Lawrence F. Probst III

Chairman and Chief Executive Officer

Electronic Arts Inc.