

FISHER INVESTMENTS®

October 4, 2017

Chenlin Ye
2520 Ryan Road #44
Concord, CA 94518

Dear Chenlin:

Fisher Investments is pleased to confirm our offer of employment to you as an Application Developer, reporting to Sam Ang, Vice President. This is a non-exempt position. You will be paid \$57.70 an hour (excluding any bonus which might be granted to you in the Company's sole discretion). Your wages are subject to federal and state withholding taxes which are paid semi-monthly. After you have successfully completed a thirty-day introductory period, you will be entitled to the standard benefits granted by Fisher Investments to its employees.

This offer is contingent and is based upon a satisfactory completion of your background and reference check and reaching a mutually agreed upon start date. In addition, you must complete the U.S. Government Employment Eligibility Verification form (I-9) and provide verification of your identity and employment eligibility on your first day of employment.


Your employment relationship with Fisher Investments will be "at-will," and the employment relationship may, therefore, be terminated by either you or Fisher Investments at any time and for any reason, with or without advance notice and with or without cause. Your status as an at-will employee may only be modified in writing signed by you and the CEO of Fisher Investments. Fisher Investments is committed to Alternative Dispute Resolution as a method of resolving disputes that may arise. Accordingly, as a condition of employment, we require that you and Fisher Investments sign an agreement to arbitrate employment disputes.

It is important to note that we are regulated by the SEC. Therefore employment with Fisher Investments involves trading restrictions on personal accounts. This may dramatically alter your ability to trade securities. We strongly suggest you evaluate your individual security positions and consider using alternative investment vehicles like mutual funds, which have no trading restrictions, prior to your start date. In addition, you are required to transfer all your brokerage accounts to Charles Schwab. The forms are included in your Compliance packet and will be discussed in detail during your orientation on your first day of employment. Moreover, you are required to disclose to Fisher Investments all past, pending, or imminent securities-related investigations, customer complaints, or any other actions requiring filing U-4 disclosures. Should new issues arise between the acceptance of this offer letter and your employment start date, you must notify Fisher Investments immediately. If you'd like further information, we will be happy to provide it.

This offer will expire at 5:00pm on October 06, 2017. If you accept this offer, please sign and return this letter. Retain a copy for your personal files. This letter, which supersedes all prior agreements, understandings and representations concerning your employment with Fisher Investments, may not be modified or amended except by a written agreement signed by Fisher Investments and you.

I welcome the opportunity to have you join the Fisher Investment team, and look forward to your signed acceptance. If you have any questions, please feel free to call me at (650) 851-3334.

Sincerely,


Benjamin Dominge
Group Vice President, Human Resources

OFFER ACCEPTED BY:



ACCEPTANCE DATE:

10/04/2017

START DATE:

November 13, 2017