



November 18, 2015

Gerardo Veltri
29 McDonough, Apt 1D
Brooklyn NY, 11216

Dear Gerardo:

It is with great pleasure that we invite you to join CKM Advisors. We believe that you would be a tremendous asset to the Company and we sincerely look forward to potentially working with you in the near future. The terms of our offer are as follows:

- **Role:** You will be officially hired into the role of 'Data Scientist' and will be put on a structured professional progression plan. We intend to support your professional development through:
 - Skill development in strategic analysis, modeling and client interactions
 - Staffing across a range of functional areas
 - Support in developing sector expertise
 - Increased responsibility for team leadership, client management and firm development
- **Salary:** Your annual salary will be \$80,000 plus a discretionary bonus based on the firm's and your individual performance. Bonuses typically fall in the range of 10-20%. For 2016, bonuses will be prorated for your tenure with the firm. In addition, positions and salaries are reviewed annually.
- **Benefits:** Your offer will include healthcare benefits at no cost to you and a 401k plan typical of those offered by other data analytic firms
- **Office:** Your home office will be New York, although we anticipate that you will spend much of your time on-site at various client locations throughout the United States and potentially Europe.
- **Vacation:** Your offer includes three (3) weeks paid vacation in addition to our standard firm holidays as well as the week between Christmas and New Years.

All of us at CKM Advisors are very excited about the possibility of your joining our firm and hope you are able to provide us with a decision no later than December 11, 2015. In the meantime, please call me at (212-803-7276) if you have any questions or would like to discuss any aspects of this offer.

Sincerely,

A handwritten signature in blue ink, appearing to read "Curtis Morikawa".

Curtis Morikawa

I am in agreement with the above terms:

Signature:  Date: 11/23/15
Gerardo Veltri