August 30, 2022

Dear XXX:

Thank you for your strong contributions to the Fischer Jordan team during the first half of 2022. We have completed your performance review and bonus assessment for this period. Following is a summary of your performance evaluation during this period:

***Current Position***: Analyst

***Performance Rating***: 4.0

***Performance Bonus***: INR 112,000 (INR 224,000 pro-rated for the period January 1, 2022 to June 30, 2022)

***Revenue Share***: USD 660

***New Position***: Associate

***New compensation package is in Exhibit 1***

We’ve been impressed with many aspects of your work. We believe some of your strengths are:

Over the next 6 months, we would like you to continue developing your consulting skill set, with an emphasis on these areas:

***Analytical Ability***

***Communication Skills***

***Thought Leadership and Business Knowledge***

***Organization Skills***

***Client Exposure/Management***

***Training Modules***

* We strongly encourage you to attend the following training sessions as part of your development over the next 6 months:

Thanks again for your hard work, teamwork, strong results, and most importantly for being a valued and fun member of the Fischer Jordan team. We have enjoyed having you as part of the team and look forward to continued growth together!

Sincerely,

Neet and Boaz