



Date: Nov 29, 2017  
To: Zhu Xuelian  
From: Alten China  
RE: **Salary Adjustment**

Dear Zhu Xuelian,

We take this opportunity to **THANK YOU!** for your team spirit, your contribution to Alten China's business growth, and your commitment to make Alten China the leading engineering services provider in Asia! As part of our effort to show our appreciation for your efforts, we will be making the following adjustments to your salary, effective December 11, 2017:

- ❖ Your monthly base salary remains the same as CNY 7,000, and your monthly allowance (before tax) will be adjusted from CNY 6,000 to CNY 7,000.
- ❖ Your yearly performance bonus remains the same as CNY 13,000. After each twelve consecutive months after you're onboard, you is eligible for the annual performance bonus equivalent to 0-1 of yearly performance bonus. Payment conditions is you should still serve in Alten China.

The other terms and conditions of your employment contract remain the same.

Kindly be reminded that Employees' salary should be treated as strictly confidential. Employees should not discuss their salary with others but their Business Manager or Managing Director.

Best wishes for your continued professional development and **THANKS** for giving your best efforts towards making Alten China the leading engineering and technology consulting firm in Asia, and a great place to work!

Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Lawrence Kole

Managing Director  
Alten China Limited

Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Zhu Xuelian