



BY ELECTRONIC MAIL (haugen.n@northeastern.edu)

January 29, 2024

Nicholas Haugen
12 Ledge Hill Road
Southborough, Massachusetts 01772

Dear Nicholas:

I am pleased to offer you a seasonal co-op position with Arrowstreet Capital, Limited Partnership. Your seasonal co-op position will commence on July 08, 2024 and end on or about December 30, 2024. Your title will be Co-Op, Investment Services and your responsibilities will include a broad spectrum of projects in our Investment Services department. You will report directly to Andrew Winslow, Associate Director, Investment Services.

You will be paid on an hourly basis at the rate of \$25.00 per hour. You will be considered a non-exempt seasonal employee of the firm and will be paid on a bi-weekly schedule. All compensation paid to you will be subject to applicable state and federal tax withholding.

Your employment at the firm is at will, meaning that either we or you can terminate your employment at any time, for any reason. As a condition of continued employment, all services provided to the firm by you (including services provided remotely, if applicable) may only be provided from Massachusetts, New Hampshire, Rhode Island or Connecticut, or such other state as may be approved in writing by the Head of Human Resources. As a result, you will be asked to provide periodic certifications of the state in which you maintain your primary residence.

This offer is contingent upon your obtaining the appropriate work authorization from the U.S. Citizenship and Immigration Services and providing documentation as to your identity and eligibility to work in the United States. As required under the Immigration Reform and Control Act of 1986 and the Immigration Act of 1990, you will be required to complete an Employment Eligibility Verification Form (I-9) and provide the relevant documents to Human Resources on your first day of employment. In addition, this offer is contingent upon the satisfactory conclusion of a background and reference check as well as applicable compliance reviews.

As discussed, you will be subject to the firm's compliance and employment policies as in effect from time to time, including policies related to personal trading which are extremely strict. You have already been provided with copies of our Code of Ethics and Personal Trading FAQ with this offer letter, and our Compliance Manual and Employee Handbook will be provided to you on or about your first day of employment. Please note that beginning on your first day of employment and for so long as you remain employed by the firm, you are prohibited from trading in securities, or otherwise effecting any transaction in securities. Compliance violations may result in immediate termination of employment.

Your position will, or is likely to, involve access to proprietary and confidential information relating to our firm and our clients, as well as information relating to our investment process and investment models. As a result, as a condition of employment, you are required to sign our standard Confidentiality and Intellectual Property Agreement. A copy of this agreement is being provided to you in connection with this offer for review and signature. We would be happy to answer any questions you have about the scope of applicability of this agreement to your role at the firm.

This offer expires at 5:00 p.m. Eastern Time on January 31, 2024. Please acknowledge your acceptance of this offer in writing by signing below via DocuSign prior to this deadline. This offer supersedes any other offer, written or verbal, previously made.

We hope you accept this position and wish to welcome you to the firm.

Regards,

DocuSigned by:

Cara Hume

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Cara Hume

Head of Human Resources

DocuSigned by:

Accepted and Agreed:

Nicholas Haugen

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Nicholas Haugen

January 30, 2024

Date