



December 09, 2024

Mr. Tanav Jalan
1900 E Apache Boulevard
Tempe, Arizona
85281

Dear Tanav,

We thoroughly enjoyed meeting you during your interview and hope you now have a better understanding of CohnReznick. All of us who met you were very impressed with your personal, professional and academic qualifications and are convinced you could have an excellent future with CohnReznick. We are confident that you would enjoy working with us and that we could provide you with an environment of challenging opportunities.

It gives me great pleasure, therefore, to confirm our full-time internship offer in the Practice Management department in our Parsippany Office. You will be compensated at the regular rate of \$25.00 per hour based upon a 20.0 hour workweek. If you work overtime (defined as more than 40 hours in one workweek), you will be compensated at 1.5 times your regular rate for all time worked over 40 hours in one workweek. Straight time will be paid for hours worked between 37.5 hours and 40 hours. You will be paid bi-weekly. All interns are paid in arrears.

Your start date will be January 13, 2025 and will continue through May 16, 2025. The exact end date of the assignment will be confirmed.

Prior to your start date, you will receive a confirmation email from CohnReznick's RedCarpet on-boarding system. Please be sure to look for an email from the address RedCarpet-mailer@silkroadtech.com (you may need to look in your spam filter or add it to your Safe Senders List) and confirm the pertinent information in order for you to be entered into our various compensation systems. This information is time-sensitive and it is imperative that you review and submit this information upon receipt. Also, you will begin receiving notices from RedCarpet to complete additional new hire paperwork online.

One of the RedCarpet tasks is completion of the government form I-9. Under federal law, all new employees must prove their authorization to work in the United States by presenting certain documents and completing this form. Additionally, as a federal contractor, CohnReznick utilizes the E-verify system to validate I-9 documentation for all new hires. Please remember to bring the necessary documentation with you on your first day of employment.

This letter constitutes the full commitments that have been extended to you. However, this does not constitute a contract of employment for any period of time. At all times, your employment with CohnReznick will be at-will, meaning that either you or CohnReznick may terminate the employment relationship at any time for any reason, with or without cause.

Tanav, in fairness to all candidates being considered for internship positions with CohnReznick, we ask that you respond to us regarding your decision by end of day Sunday, December 15th, 2024. This offer will expire at 11pm EST on Sunday, December 15th, 2024. To accept this offer, please return to your application center to indicate your decision. If you have any questions at any time, please do not hesitate to contact me at 959-200-7178. We look forward to hearing of

your decision and are hopeful your reply will be a favorable one.

Sincerely,

Brittany Galko
Campus Recruiting Specialist