EXHIBIT A: COMPENSATION AGREEMENT

populus group

Employee Name: Vishnu Patil

Effective Date: 01/06/2020

Compensation - In consideration of your services, POPULUS GROUP agrees to pay you at the following rates:

a) **$ $55.00** per hour for all hours worked (as reflected on time records) effective on the day you report to work at the Client and ending on the day of termination, or discharge of employment, regardless of cause or reason for discharge or termination.

b) **$ $82.50** per hour for all hours worked (as reflected on time records) in excess of forty (40) per week (or as otherwise required by applicable law). Client-observed holidays, shutdowns, and regularly scheduled days off shall not be considered as time worked for purposes of qualifying for premium rate compensation.

Except as specifically set forth in this Agreement or any properly executed Addendum to this Agreement, you acknowledge and agree that you are not entitled to any other compensation or benefits from POPULUS GROUP.

POPULUS GROUP will not compensate you for days on which you absent yourself voluntarily, i.e., personal days for which you have not accrued an entire day's credit. Populus Group will compensate you for any nonproductive time in which you are available for work and in town if the client fails to provide work or is shut down, for as long as you remain an employee of Populus Group. Payment of your hourly wage for nonproductive time is governed by Department of Labor regulation 20 C.F.R. 655.731(c)(7)(i).

Allowances, if any, claimed as part of minimum wage (including meal or lodging allowances): N/A

Regular Payday: Weekly Friday

If you accept this conditional offer in accordance with its stated terms, please indicate your acceptance by signing your name where indicated below and returning the signed copy to POPULUS GROUP, prior to commencing work.

Accepted By:

(signature)

(Contract Employee Signature)

Vishnu Patil

(Contract Employee)

12/13/2019

(Date)

Accepted By: POPULUS GROUP LLC.

(POPULUS GROUP, LLC. Representative Signature)

(POPULUS GROUP, LLC. Representative)

(Date)