

May 24, 2022

Letter of Offer Verification for Shang Xiang

To Whom It May Concern,

This letter serves to verify Shang Xiang accepted an employment offer to join Russell Investments as Graduate Intern, Research and Development, starting on or around June 13, 2022 and ending on or around September 2, 2022. Mr. Xiang will be working approximately 40 hours per week.

The Research and Development internship position will focus on building out a Python-based research platform and scaling ESG strategy research. Mr. Xiang's job duties will include:

- Partnering with associates from the Research and Development team to bring research projects to completion
- Writing code for selected Research and Development projects
- Running and cleaning up existing scripts as needed
- Tasks and reports automation
- Unit tests implementation and code documentation

If you need any clarification about Mr. Xiang's internship with Russell Investments, please do not hesitate to contact me at (206) 505-5656 or hrsvcs@russellinvestments.com.

Regards,

Caroline Pipes
Human Resources Operations Specialist
Russell Investments