



November 30, 2020

RE: Employment Letter

To Whom It May Concern,

Arun Kumar is a current employee in good standing. He was hired by FADV Canada on 10/28/2019 and previously worked for FADV India. Arun is the Vice President of Innovation.

Please feel free to contact me if you have any questions.

Sincerely,

Timothy Dye

Timothy Dye
Payroll Manager
tim.dye@fadv.com