

[Date]

[CRO Name]
Chief Risk Officer
[Company Name]

RE: Compensation Review and Adjustment

Dear [CRO Name],

Following the annual executive performance review conducted by the Compensation Committee and the Board of Directors, I am pleased to inform you of the adjustments to your compensation package effective [Effective Date].

This review recognizes your leadership in strengthening the company's risk management framework, ensuring regulatory compliance, and navigating the evolving risk landscape over the past year.

Your updated compensation structure is as follows:

- **Base Salary:** \$[Amount], an increase of [Percentage]% from your previous salary.
- **Annual Performance Bonus:** Targeted at [Percentage]% of base salary, based on the achievement of specific corporate and risk-based KPIs.
- **Equity Incentives:** [Number] of [RSUs/Stock Options] to vest over [Number] years.
- **Benefits:** [Mention any specific changes to executive benefits or stipends, if applicable].

The specific performance metrics and risk-adjusted targets for the upcoming fiscal year are attached to this letter for your reference.

We appreciate your continued commitment to the financial stability and integrity of [Company Name]. Please sign below to acknowledge your acceptance of these terms.

Sincerely,

[Name]
Chair of the Compensation Committee / CEO
[Company Name]

Acknowledgment:

[CRO Name]
Date: _____