

[Company Letterhead]

Date: [Insert Date]

To: [Executive Name]

Position: [Title]

Subject: Advisory Regarding Dodd-Frank Executive Compensation Clawback Policy

Dear [Executive Name],

This letter serves as formal notification regarding the implementation of the Company's Executive Compensation Recovery Policy (the "Policy"), adopted in compliance with Section 954 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and corresponding [NYSE/Nasdaq] listing standards.

1. Purpose

The Policy is designed to ensure that incentive-based compensation is paid only based on accurate financial results. Under federal law, the Company is now required to recover "erroneously awarded" incentive compensation from current and former executive officers in the event of a financial restatement.

2. Triggering Events

A recovery process will be initiated if the Company is required to prepare an accounting restatement due to material non-compliance with any financial reporting requirement under securities laws. This includes both "Big R" restatements (material to prior years) and "little r" restatements (material if corrected in the current period).

3. Scope of Compensation

The Policy applies to "Incentive-Based Compensation" received by you during the three completed fiscal years immediately preceding the date a restatement is required. This includes any compensation that is granted, earned, or vested based wholly or in part upon the attainment of a financial reporting measure (e.g., Revenue, EBITDA, Stock Price, or TSR).

4. Mandatory Recovery

Please be advised that under the SEC rules:

- Recovery is mandatory regardless of whether any executive misconduct occurred.
- The Company is prohibited from indemnifying any executive officer against the loss of such recovered compensation.
- The Board of Directors has limited discretion and must pursue recovery except in very narrow circumstances where it is deemed impracticable by law.

5. Acknowledgment

Attached to this letter is a copy of the full Policy. Please review the document and return the signed Acknowledgment and Agreement form to the Human Resources Department by [Date].

If you have questions regarding how these federal regulations impact your specific compensation package, please contact [Name/Department] at [Contact Information].

Sincerely,

[Name]

[Title/Chair of Compensation Committee]

[Company Name]