



LETTER OF GUARANTEE

Japan Post Holdings, Co., Ltd., guarantees Daniel B. Gotlieb, Financial Controller, located at 8010 High Knoll Lane, Houston, Texas 77095 United States of America, on this day of January 17th, 2022 that upon receipt of the \$1,666.00 (Total \$3,333), Japan Post Holdings Co., Ltd., (aka JPH) guarantees the following:

1. That, Daniel B. Gotlieb will receive all items described in letter dated 1/12/2022 and has been made supplemental to his Offer of Employment dated 01/05/2022.
2. That, Daniel Gotlieb will receive reimbursement of \$3,333 1/25/2022, by Cashier's Check within 7 business days of receipt of the additional \$1,666 (Total \$3,333).
3. That, Daniel B. Gotlieb's start date will begin 01/24/2022, whether all items needed to do his job or not since that is not within his control. All other agreements stand as per the Offer of Employment as of 01/05/2022 that was agreed to and received by Japan Post Holdings, Co., Ltd. From this day forward, Daniel B. Gotlieb will not be required to pay any out-of-pocket- funds for any needed equipment, required to complete his job as Financial Controller.
4. Daniel B. Gotlieb is to receive all shipped items by no later than 01/24/2022, will receive a purchase order and delivery notification(s) so these items can be properly tracked by no later than 01/21/2022. Again, this has no bearing on his start date of 01/24/2022 as Financial Controller with JPH as a "Not At-Will" employee.

Signed and Approved By,

Kazamatsuri Makoto

Dated this day,

Jan, 17th, 2022

