



Date: 01.11.2023

TO WHOM IT MAY CONCERN

### Recommendation letter

Dear Sir/Madam,

**Bolt** is pleased to express our sincere gratitude and satisfaction with our collaboration with **Financial Chain Corporation (FCHAIN)** in providing **Employer of Record (EoR)** services.

Since the commencement of our partnership in **2021**, **FCHAIN** has consistently demonstrated itself as a professional and reliable partner, effectively addressing challenges related to personnel management and compliance with local legislative requirements.

We would like to particularly highlight the following:

- **High Level of Professionalism:** The **FCHAIN** team consistently responds promptly and competently to our requests, offering qualified consultations and expert guidance.
- **Flexibility and Personalized Approach:** **FCHAIN** adapts to our specific needs, allowing us to focus on the strategic objectives of our company while entrusting operational aspects to a dependable partner.
- **Impeccable Compliance with Local Legislation:** **FCHAIN** ensures stable and transparent operations by adhering strictly to all relevant local laws and regulations.

Throughout our collaboration, **FCHAIN** has proven to possess a deep understanding of the intricacies of our business and the ability to provide effective solutions for our employees.

We highly recommend **FCHAIN** as a professional **EoR** service provider and are confident that the company will continue to deliver exceptional service to all its clients.

Sincerely,

Naim Azizov  
Director

