

ATTACHMENT A

COMPENSATION SCHEDULE

This Compensation Schedule, dated as of 6/9, 2014, is by and between [REDACTED] ("Employee"), and Marsh & McLennan Agency LLC, a Delaware Limited Liability company, referred to as the "Company").

SECTION 1
DEFINITIONS

The following words and phrases, wherever used in this Attachment A, will have the following meanings:

1.1 "*Applicable Percentage*" means the percentage applied to the Commissions/Fees attributable to Employee to determine Compensation under Section 3. The amount of the Applicable Percentage for any Production Cycle is determined as described in Section 2 or 3.

1.2 "*Non-Primary Lines Commission/Fees*" attributable to an Employee means the commissions and/or fees actually collected by Company as a direct result of Employee's referral of business other than Primary Lines.

Company shall have sole discretion in determining (a) which producer or producers will receive credit for any specific policy or service written through Company (which credit may be split among more than one producer), and (b) the Production Cycle for which Non-Primary Lines Commissions/Fees are credited.

1.3 "*Primary Lines*" means all surety bonds policies and services.

1.4 "*Primary Lines Commission/Fees*" attributable to an Employee means the commissions and/or fees actually collected by Company with respect to Primary Lines written by Employee. "*Net New Primary Lines Commission/Fees*" is defined as the increase in Primary Lines Commissions/Fees over the prior year. For example, if the Primary Lines Commission/Fees in the previous production cycle were \$400,000, and in the current Production Cycle the Primary Lines Commission/Fees were \$500,000, the Net New Primary Lines Commission/Fees would be \$100,000. "*Renewal Primary Lines Commission/Fees*" would be \$400,000.

Company shall have sole discretion in determining (a) which producer or producers will receive credit for any specific policy or service written through Company (which credit may be split among more than one producer), and (b) the Production Cycle for which Primary Lines Commissions/Fees are credited.

1.5 "*Production Cycle*" means the twelve month period beginning December 1 of each year and ending on the following November 30th, except that during the first four years of employment the Production Cycle shall begin on Employee's hire date and end one year later.

SECTION 2
COMPENSATION DURING THE FIRST FOUR YEARS OF EMPLOYMENT

During the first four years of Employment, Company shall compensate Employee according to this Section 2.

2.1 Base Salary. Company shall pay to Employee a Base Salary equal to:

- \$95,000 per year for the first 12 months of employment;
- \$70,000 per year for the second 12 months of employment;
- \$45,000 per year for the third 12 months of employment.
- \$20,000 per year for the fourth 12 months of employment.
- No Base Salary shall be paid after the first four years of employment.

After the third month of employment, Base Salary shall be reduced in the following month if