

**COMMISSION ADDENDUM**

The following ADDENDUM ("**Addendum**") is executed effective as of November 17, 2016, by and between CRANFORD JOHNSON ROBINSON WOODS, INC., an Arkansas Corporation (the "CJRW"), and GARY HEATHCOTT, an individual with residences in Arkansas and Texas ("**Heathcott**").

The information in this commission addendum is hereby added to, and considered a permanent part, of the Consulting Agreement dated September 26, 2016 between CJRW and Heathcott. The length and term of this Commission Addendum shall run in tandem with the five (5) year existing Consultant Agreement. This Commission Addendum will replace and supersede the "BONUS" section of Heathcott's existing September 26, 2016 Consulting Agreement but does not replace any other elements set forth.

**"COMMISSION ADDENDUM"**

**ADDENDUM:**

NOW, THEREFORE, in consideration of the foregoing and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

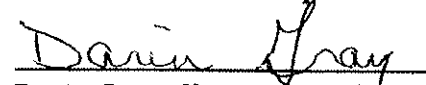
1. **COMMISSION STRUCTURE.** Heathcott shall be paid by CJRW a commission on all new business ("**Business**") acquired and generated for CJRW by Heathcott's specific and personal efforts. Business shall be determined as any advertising, marketing, public relations, digital media or consultant client that has not been represented by and billed by CJRW in the preceding 12-month period of time.


2. **COMMISSION RATE.** The commission rate shall be computed at ten percent (**10%**) of the Gross Income as billed to the Business by CJRW. Gross Income shall be defined as Gross Sales Less Direct, Outside Vendor Expenses. Example; \$1,000,000 in Gross Sales billed to the Business, less \$750,000 of Direct, Outside Vendor Expenses equals \$250,000. Ten percent (%) of \$250,000 is equal to \$25,000 in commissions.

3. **PAYMENT STRUCTURE.** Payments from CJRW to Heathcott shall be paid on the fifteenth (15<sup>th</sup>) day of the month immediately following Business' payments to CJRW. Heathcott's commission shall be calculated and paid in direct proportion to payments made to CJRW. These funds shall be treated as standard 1099 compensation to Heathcott.

**CORPORATION:**

**CRANFORD JOHNSON ROBINSON  
WOODS, INC., an Arkansas Corporation**

  
Darin Gray, Chairman and CEO

  
Gary Heathcott, Individually