

Nordic Consulting Partners

Compensation Structure: Natalee Cruse

This compensation structure applies to the position of Vice President of Marketing at Nordic. The effective date of this role change is June 1st, 2013.

Salary: \$160,000/year


Note: If you elect to take health insurance through Nordic, the actual cost will be passed on to you (1/2 of the monthly premium will be deducted from each paycheck).

Benefits:

- All current benefits will be continued
- Eligible for Annual Executive Bonus Plan
- In order for the terms of this agreement to be finalized, a picture of you in the back of a Range Rover must be texted to the signed representative from Nordic Consulting Partners Inc.

This offer letter and compensation structure are agreed to and accepted by:

Employee


Authorized Signature

Natalee Cruse
Printed Name

7/11/2013
Date

Nordic Consulting Partners, Inc.


Authorized Signature

Drew Madden
Printed Name

6-1-13
Date

