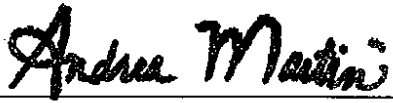


Signature Page For Personnel Policies & Salary Schedules

The board of directors for the Ozarks Unlimited Resources approved changes and updates to the 2015-16 licensed and classified personnel policies and salary schedules on April 17, 2015, and May 13, 2015

Handwritten signature of Andrea Martin in cursive script, positioned above a horizontal line.

President of the Board

Handwritten signature of Paul Name in cursive script, positioned above a horizontal line.

Director