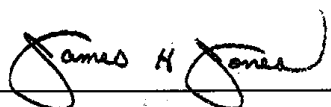


Signature Page For Personnel Policies & Salary Schedules

The board of directors for the Ozarks Unlimited Resources approved changes and updates that finalized the 2016-17 licensed and classified personnel policies and salary schedules on April 15, 2016, May 18, 2016, and June 7, 2016.

A handwritten signature in cursive script that reads "James H. Jones". The signature is written above a horizontal line.

President of the Board

A handwritten signature in cursive script that reads "Phil Name". The signature is written above a horizontal line.

Director