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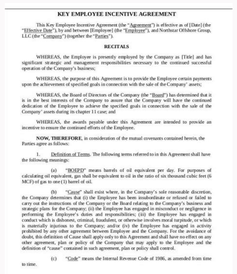


KEY EMPLOYEE INCENTIVE AGREEMENT

This Key Employee Incentive Agreement (the "Agreement") is effective as of [Date] (the "Effective Date"), by and between [Employee] (the "Employee"), and Northstar Offshore Group, LLC (the "Company") (together the "Parties").

RECITALS

WHEREAS, the Employee is presently employed by the Company as [Title] and has significant strategic and management responsibilities necessary to the continued successful operation of the Company's business;

WHEREAS, the purpose of this Agreement is to provide the Employee certain payments upon the achievement of specified goals in connection with the sale of the Company' assets;

WHEREAS, the Board of Directors of the Company (the "Board") has determined that it is in the best interests of the Company to assure that the Company will have the continued dedication of the Employee to achieve the specified goals in connection with the sale of the Company' assets during its chapter 11 case; and

WHEREAS, the awards payable under this Agreement are intended to provide an incentive to ensure the continued efforts of the Employee.

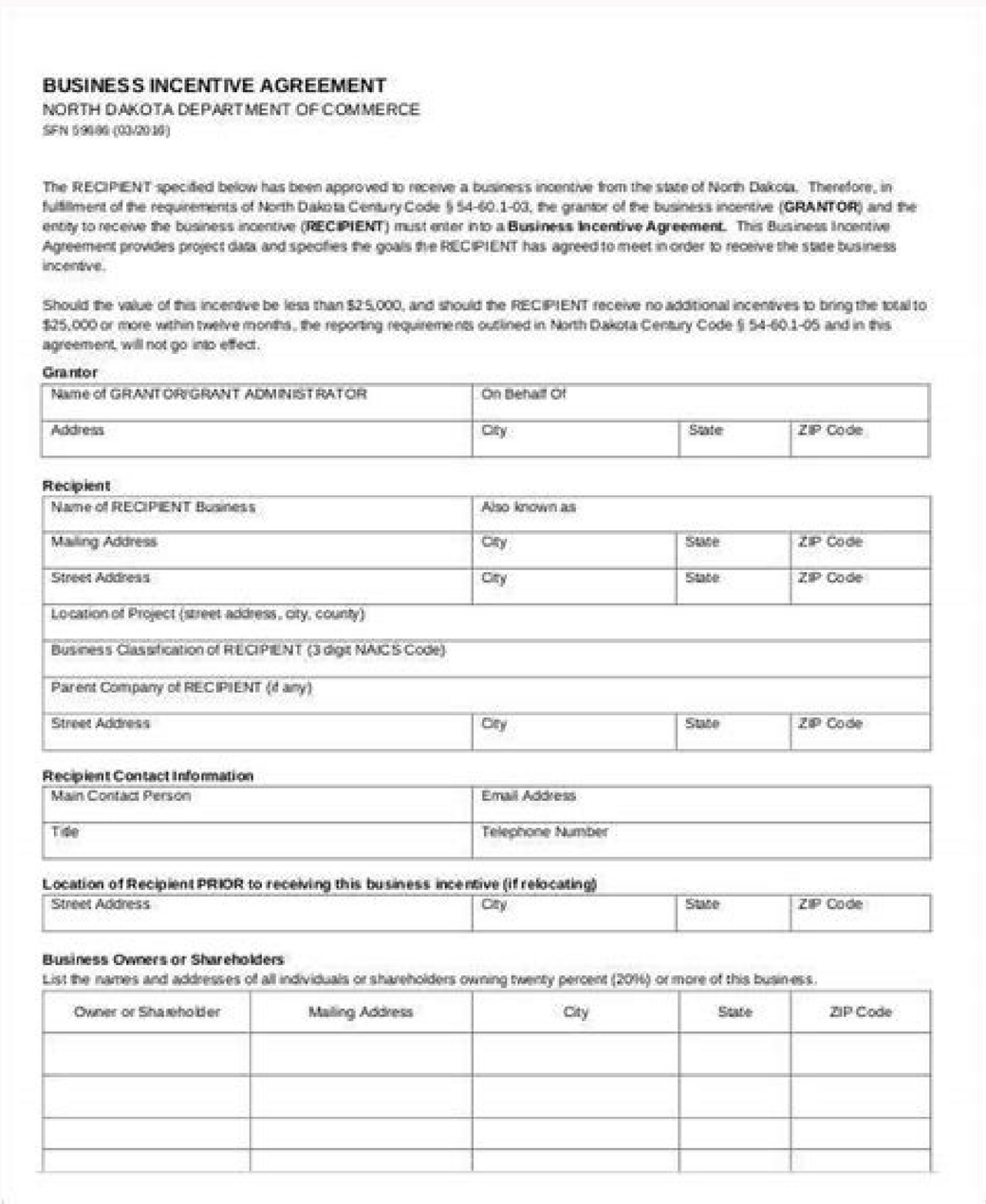
NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

1. Definition of Terms. The following terms referred to in this Agreement shall have the following meanings:

(a) "BOEPD" means barrels of oil equivalent per day. For purposes of calculating oil equivalent, gas shall be equivalent to oil in the ratio of six thousand cubic feet (6 MCF) of gas to one (1) barrel of oil.

(b) "Cause" shall exist where, in the Company's sole reasonable discretion, the Company determines that (i) the Employee has been insubordinate or refused or failed to perform his duties and responsibilities; (ii) the Employee has failed to implement a material strategic plan for the Company; (iii) the Employee has engaged in misconduct or negligence in performing the Employee's duties and responsibilities; (iii) the Employee has engaged in conduct which is dishonest, criminal, fraudulent, or otherwise involves moral turpitude, or which is materially injurious to the Company; and/or (iv) the Employee has engaged in activity constituting cause for termination under any other agreement, plan or policy of the Company. In no event shall, this definition of Cause shall apply only to this Agreement and shall have no effect on any other agreement, plan or policy of the Company that may apply to the Employee and the definition of "cause" contained in such agreement, plan or policy shall control.

(c) "Code" means the Internal Revenue Code of 1986, as amended from time to time.



BUSINESS INCENTIVE AGREEMENT

NORTH DAKOTA DEPARTMENT OF COMMERCE

SFN 59686 (03/2016)

The RECIPIENT specified below has been approved to receive a business incentive from the state of North Dakota. Therefore, in fulfillment of the requirements of North Dakota Century Code § 54-60.1-03, the grantor of the business incentive (**GRANTOR**) and the entity to receive the business incentive (**RECIPIENT**) must enter into a **Business Incentive Agreement**. This Business Incentive Agreement provides project data and specifies the goals the RECIPIENT has agreed to meet in order to receive the state business incentive.

Should the value of this incentive be less than $25,000, and should the RECIPIENT receive no additional incentives to bring the total to $25,000 or more within twelve months, the reporting requirements outlined in North Dakota Century Code § 54-60.1-05 and in this agreement, will not go into effect.

Grantor

Name of GRANTOR/GRANT ADMINISTRATOR	On Behalf Of		
Address	City	State	ZIP Code

Recipient

Name of RECIPIENT Business	Also known as		
Mailing Address	City	State	ZIP Code
Street Address	City	State	ZIP Code
Location of Project (street address, city, county)			
Business Classification of RECIPIENT (3 digit NAICS Code)			
Parent Company of RECIPIENT (if any)			
Street Address	City	State	ZIP Code

Recipient Contact Information

Main Contact Person	Email Address
Title	Telephone Number

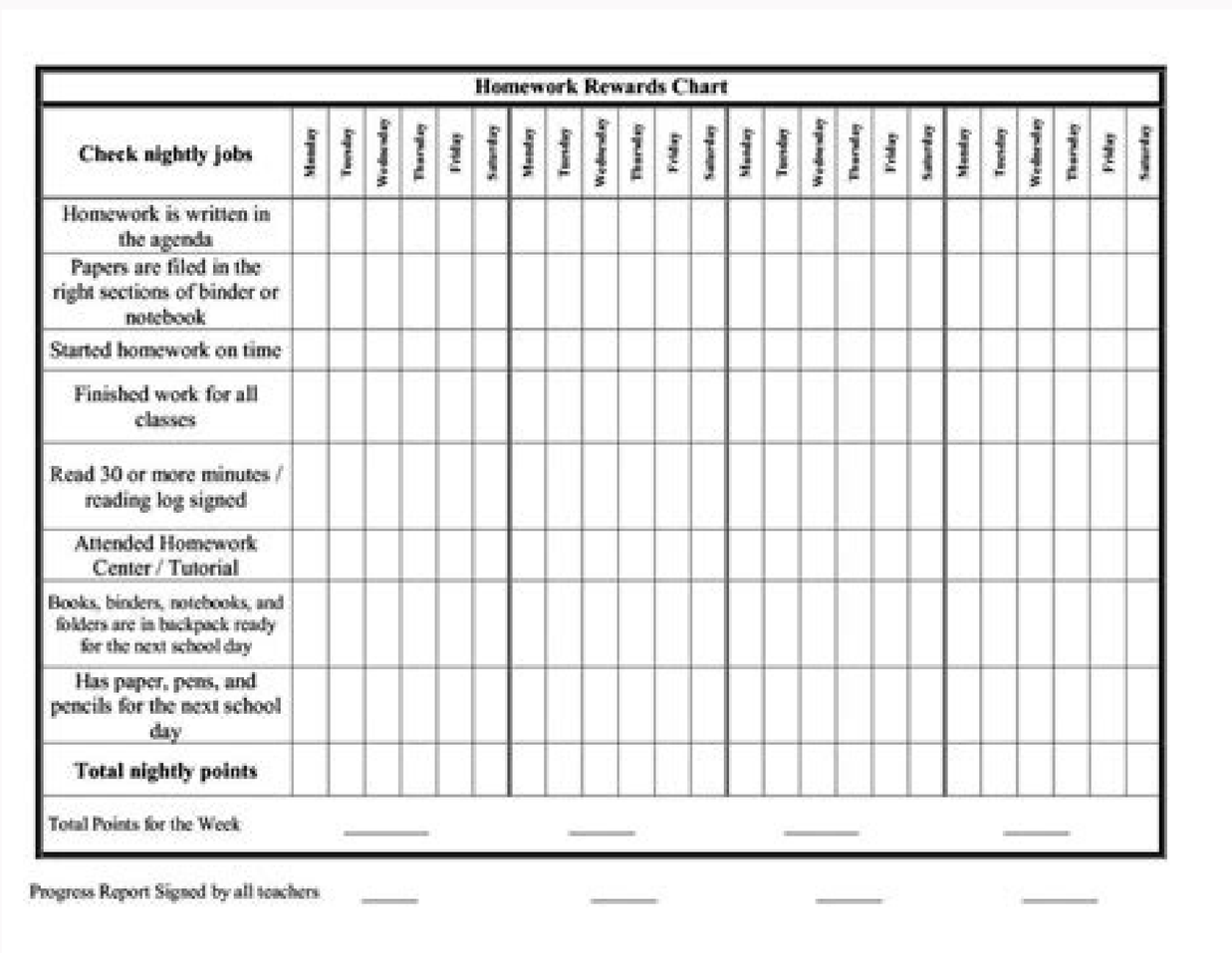
Location of Recipient PRIOR to receiving this business incentive (if relocating)

Street Address	City	State	ZIP Code

Business Owners or Shareholders

List the names and addresses of all individuals or shareholders owning twenty percent (20%) or more of this business.

Owner or Shareholder	Mailing Address	City	State	ZIP Code



Homework Rewards Chart

Check nightly jobs	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Homework is written in the agenda																								
Papers are filed in the right sections of binder or notebook																								
Started homework on time																								
Finished work for all classes																								
Read 30 or more minutes / reading log signed																								
Attended Homework Center / Tutorial																								
Books, binders, notebooks, and folders are in backpack ready for the next school day																								
Has paper, pens, and pencils for the next school day																								
Total nightly points																								
Total Points for the Week			_____						_____						_____						_____			

Progress Report Signed by all teachers _____ _____ _____ _____

RELOCATION INCENTIVE AGREEMENT

Name: _____ LSU ID Number: _____

Department: _____ Title: _____

Position Number: _____ Account Number: _____

Start Date: _____ Relocation Incentive Amount: $_____

In accepting this relocation incentive payment I, _____, agree
(Employee Name)
to repay the relocation incentive if I do not continue employment with the University for the term of my contract OR for at least two (2) years (whichever is lesser). Additionally, I authorize LSU to deduct the repayment amount from my pay. The repayment amount for reimbursing the

University is based on the following schedule:

• **Employed less than six months (or less than one semester for employees on Academic pay basis)**	**Return 100% of relocation incentive**
• **Employed at least six months but less than one year (or at least one semester but less than one academic year for employees on Academic pay basis)**	**Return 75% of relocation incentive**
• **Employed at least one year but less than two years (or at least two semesters but less than two academic years for employees on Academic pay basis)**	**Return 50% of relocation incentive**

Employee must complete the attached Direct Deposit form in order to receive the payment. Relocation incentive payments are considered taxable income and are subject to federal, state, and Medicare tax withholding.

Payment Options: (Select one option)

☐ I elect to receive the relocation incentive payment **in full** at this time. I understand the relocation incentive will be included as taxable income on my first regular paycheck and the appropriate taxes will be withheld, resulting in a higher tax withholding.

☐ I elect to receive a partial payment of **70%** of the relocation incentive at this time. I understand the relocation incentive will be included as taxable income on my first regular paycheck and the appropriate taxes will be withheld, resulting in a higher tax withholding. The remaining 30% of the relocation incentive will be used to cover the required taxes and any balance due will be included on my first regular paycheck.

Employee Signature: _____ Date: _____

Department Head: _____ Date: _____

Dean: _____ Date: _____

HRM: _____ Date: _____

Vice Chancellor *[if required]*: _____ Date: _____

Sales: Finding the Right Compensation Structure

Published in the Visions, the periodical of the National Association of Occupational Health Professionals May/June, 2004

The NAOHP frequently receives questions about compensation models for sales professionals. The following information is excerpted from A Comprehensive Guide to Occupational Health Sales and Marketing, Version 3.0, written by Frank Leone and Carolyn Merriman and published by RYAN Associates and the National Association of Occupational Health Professionals. To obtain actual samples of compensation plans and/or a copy of the sales text, call 800-666-7926 or send an email inquiry to amancuso@naohp.com.

As their scope of responsibility expands, sales personnel can be held accountable for tangible results and sales outcomes. The compensation plan needs to reflect the provider's sales outcome focus and, ultimately, the provider's return on investment.

A compensation plan should be developed with an outline, or template model, which can be updated each year with new performance standards and outcomes derived from the annual sales planning process.

Compensation plans should provide base pay, benefits (core and supplemental), and variable (incentive) compensation. Variable compensation, historically called "commission," can be comprised of commission or referral fees paid by percentage or flat dollar, merit pay, and individual pay-for-performance, bonus payments and team pay-for-performance. Variable pay components should identify pay frequency (e.g., monthly, quarterly or annually).

Compensation plans should be relatively simple. The salesperson must understand exactly how they will be rewarded. Typical issues to resolve include:

- clinic revenues versus net;
- credit for new business versus growth of current accounts;
- decreased volumes due to capacity or physician coverage;
- collections that aren't at appropriate levels.

For example, if the sales professional focuses on new sales and delivers a 10 percent growth in new revenues to your program, he or she should not be penalized by the billing department's inability to collect payments.

Base Pay: Base pay should be externally competitive and usually fall within the 50th and 75th percentile of market compensation. Base pay also should be internally equitable within the provider organization's salary structure.

Salary ranges may need to be modified by skill, experience and knowledge, market size, scope, value to the service line(s), and sales performance standards and outcome expectations.

Base salaries should be treated in a manner consistent with the institution's standards. For example, a base salary will only be increased in concert with institution-wide annual cost-of-living and standard base pay increases. As an organization adds pay-for-performance programs and/or bonus payment plans, sales staff may opt out of an annual merit pay review in lieu of receiving variable compensation through the optional plans.

Benefits: Core benefits are those that an organization provides to all employees at a comparable level to the salesperson. Supplemental benefits are intended to assist personnel in accomplishing their job functions or to meet current market standards. They may include a car

Institute Compensation Sales Incentive File Formatizes: 764 Kbdownload7. Take the â €

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