

Exhibit 10

Crouch, Linda

From: Phillips, Wilson
Sent: Wednesday, July 13, 2016 3:44 PM
To: Crouch, Linda
Subject: RE: Josh Powell

You are correct about the date. Sorry. Yes to the exception, and I will be more cognizant of calendar quarters in the future.

From: Crouch, Linda
Sent: Wednesday, July 13, 2016 3:04 PM
To: Phillips, Wilson <WPhillips@nrahq.org>
Subject: RE: Josh Powell

His start date was June 7.....

Do we need to make a retro exception for him? I suspect yes, but let me know please.

Thanks!
Linda

From: Phillips, Wilson
Sent: Wednesday, July 13, 2016 2:17 PM
To: Crouch, Linda <LCrouch@nrahq.org>
Subject: Josh Powell

Linda, please increase Josh Powell's base pay to \$500,000 effective on his start date, which I believe was July 2, 2016. If we can pay the retroactive part in a separate check earlier, that would be great.

Thanks

Woody