

IN WITNESS WHEREOF, the parties hereto have executed this Employment Agreement to become effective as of the date first above written.

EMPLOYEE:

John O'Neill



Signature

Date:

Address:

April 9, 2016
524 Belfrey Court
Avon Lake, OH 44012

EMPLOYER:

Willis Americas Administration, Inc.

Willis Tower

322 South Wacker Dr

Suite 2000

Chicago, IL 60606

BY: _____

TITLE: _____

Willis has assembled some of the best professionals in the insurance brokerage industry. We are convinced that your experience and expertise will help us maintain and enhance our reputation. We look forward to you joining the Willis team.

John, we look forward to having you at Willis!

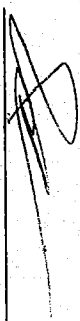
Sincerely,



Christy Shannon
Director of HR Operations, North America

Enclosure

I agree to accept employment under the terms and conditions set forth above:



Signature - John O'Neill

4/9/16
Date

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