

EMPLOYMENT AGREEMENT

This Employment Agreement, entered into by and between ("Employee"), and Alexander Open Systems, Inc. ("AOS").

Idaho Edokpayi

In consideration of my new or continuing employment, as well as my training, instruction, salary and benefits that I will receive from AOS, its parents, subsidiaries, successors, or affiliates (collectively also called "AOS"), the receipt and sufficiency of which is acknowledged,

1. I understand and agree that I am an at-will employee and that my employment relationship with AOS is of no specified duration, consequently, either I or AOS may terminate the relationship at any time for any lawful reason.

2. I understand and agree that the various policies, procedures, rules and practices that are in effect during my employment with AOS will continue to apply to and govern generally the terms and conditions of my employment with AOS until or unless those policies, procedures, rules and practices are altered by AOS. I understand and agree that AOS has the right, at any time and in its sole discretion, to add to, change or eliminate any or all of the policies, procedures, rules and practices. I agree to abide by those applicable policies, procedures, rules and practices as well as the requirements set forth in this Agreement.

3. I will not, without prior written approval of AOS, make any investments or enter into any associations which, by reason of my association with AOS, would impair the independence of AOS or of any other entity which is subject to a written agreement with AOS ("Other Party") with respect to a client, or which would be an actual or potential conflict of interest for AOS or such Other Party. If requested by AOS, I will timely dispose of any investments and/or sever any associations to avoid any possible impairment of AOS's or such Other Party's independence or any conflict of interest (actual or potential). I agree to inform AOS regarding my outside investments and association when requested.

4. While employed by AOS and after my employment is terminated for any reason, I agree to assist AOS in connection with the defense of any claim involving AOS clients and/or its officers, employees or agents. I understand that AOS will reimburse me for reasonable expenses necessary to my assistance and cooperation in the defense of these claims, regardless of whether I am still employed by AOS.

5. For so long as AOS employs me and for one (1) year after the end of my employment, however that employment may end, either by termination, voluntary or involuntary resignation, or otherwise, or as otherwise provided below, I will not:

a. Directly or indirectly, voluntarily or involuntarily, actively or silently, under contract or otherwise, whether or not for compensation, and whether as an employee, owner, independent contractor, partner, member, manager, agent, stockholder, director or otherwise, either in conjunction with others or on the Employee's own account (i) induce or attempt to induce any employee of AOS to quit employment with AOS, (ii) otherwise interfere with or disrupt AOS's relationship with its employees; (iii) solicit, entice or hire away any employee of AOS; or (iv) hire or engage any employee of AOS or any former employee of AOS whose employment with AOS ceased less than one (1) year before my date of termination; or

b. Directly or indirectly, voluntarily or involuntarily, actively or silently, under contract or otherwise, whether or not for compensation, and whether as an employee, owner, independent contractor, partner, member, manager, agent, stockholder, director or otherwise, either in conjunction with others or on the Employee's own account anywhere in the United States (i) induce or attempt to induce any customer or supplier of AOS to terminate its relationship with AOS; (ii) otherwise interfere with or disrupt AOS's relationship with its customers and suppliers; (iii) solicit, divert or take away business from AOS as to any customer or supplier; (iv) solicit, divert or take as a customer or supplier any former customer or supplier of AOS whose relationship with AOS ceased less than two (2) years before my date of termination of employment with AOS; (v) work in any capacity for any AOS competitor, customer or supplier located in the following territory to which I am assigned: Tarrant County, Texas and Dallas County, Texas; or (vi) solicit, divert or take away any known potential customer or supplier of AOS whose introduction to AOS occurred less than two (2) years before the date of my termination. For purposes of this provision, "Customer" shall be defined as any customer of AOS with whom I have had contact, communication or dealings on behalf of AOS within two years prior to my termination of employment.

6. I further acknowledge and recognize that the customer lists, prospective customers, and other customer information, suppliers, prices, selling techniques, methods of operation, technology, business processes and know-how, management techniques, administrative procedures, sales, future or present business plans, including acquisitions or future service offerings, marketing data, unpublished advertising or promotional matter, techniques, sales forecasts or other financial information and any other information as to the business affairs of AOS are (i) valuable and unique assets of AOS's business and (ii) confidential and valuable trade secrets and business secrets belonging to AOS. In addition, I acknowledge and recognize that AOS and its customers have a contractual relationship, which is a valuable asset belonging to AOS. I, therefore, agree that during the term of my employment with AOS and for five (5) years following the end of my employment, whether by termination, voluntary or involuntary resignation, or for any other reason, I will not disclose or use (other than for purposes related to my official duties while employed by AOS or as required by subpoena or other legal process, after first attempting to obtain a confidentiality agreement) at any time, any such confidential or proprietary information of AOS of which I become informed of or had access to during my employment.

7. AOS has made and anticipates, but is not required to make, additional substantial investments in equipment, employment and other contractual commitments in reliance on Employee's representation of Employee's willingness to enter into and perform employment services under this agreement, based upon the enforceability of this non-compete agreement by AOS. In addition, AOS will introduce the Employee to the local community, including important business and professional contacts. In the event the Employee acts in violation of these provisions, AOS could reasonably be expected to suffer, and shall suffer, irreparable injury and economic harm as a result of such a violation.

8. In addition to any rights or remedies available to AOS for breach of any prohibition contained in this Agreement, AOS shall be entitled to enforcement by any remedy of injunction or ancillary relief as well as for damages which may be caused it by said breach, said damages to include among other things, all reasonable attorney's fees incurred by AOS in connection with the enforcement of this Agreement. The Employee further agrees to waive any bond or other security for the enforcement of this Agreement through temporary restraining order, preliminary and

permanent injunction, or other equitable relief, and the Employee consents to the issuance of such injunction. Neither the Employee nor AOS shall therefore have any expense for a bond in the event of litigation, including but not limited to, an injunctive action and/or claim for damages.

9. In the event of litigation between the parties concerning this Agreement, or otherwise pertaining to the employment, acts or omissions of Employee, such litigation shall be filed in the District Court of Johnson County, Kansas, and Employee irrevocably consents to the jurisdiction of that Court over Employee's person and over the subject matter of such litigation.

10. If the Employee breaches any of the prohibitions of this Agreement, then in that event, the time period during which such prohibitions apply shall commence to run not on the termination of the Employee's employment, but on the first day after any and all violations by the Employee of this Agreement finally cease.

11. I acknowledge that during my employment with AOS, I may be asked to work on or create improvements, inventions, programs, trade secrets, patents, copyrights, ideas, designs, processes and techniques (collectively called "Inventions"), all of which shall belong solely and exclusively to AOS if conceived or reduced to practice during my employment with AOS.

12. The provisions of this Agreement shall survive any termination of employment of the Employee with AOS and of this Agreement, including any amendments hereto. If the period of time, the geographic scope, or the other restrictions imposed upon the Employee under this Agreement is determined by any court in an action to enforce such prohibitions, to be unreasonable, it is the intention of the Employee and AOS that such restrictions shall be enforced to the extent that the court determines to be reasonable, and this Agreement shall be revised to the widest extent still deemed reasonable by the Court.

13. The Employee has carefully read and considered the preceding paragraphs of this Agreement, and, having done so, agrees that the restrictions set forth in this Agreement, including, but not limited to, the time period of the restriction, and the geographical areas of restriction set forth in this Agreement, are fair and reasonable and are reasonably required for the protection of the interests of AOS and its officers, directors, and other employees. The Employee agrees that these restrictions are important to protect AOS and its referral sources.

14. The Employee represents that the Employee's experience, age, capabilities, health and personal assets are such that this Agreement does not deprive the Employee from either earning a livelihood in the unrestricted professional and business activities which remain open to the Employee or from otherwise adequately and appropriately supporting the Employee.

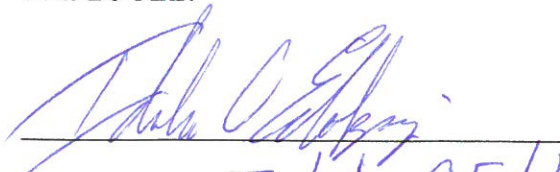
15. Nothing in this Agreement constitutes a guarantee of employment or prevents the termination of my employment by me or by AOS. Employee acknowledges that this Agreement does not constitute an employment contract.

16. This Agreement shall be governed by the laws of the State of Kansas.

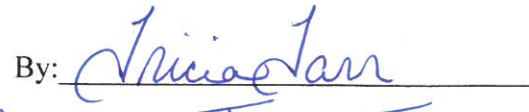
17. The parties hereto agree that all remedies provided herein and otherwise available at law or in equity are cumulative and not exclusive.

EMPLOYEE:

ALEXANDER OPEN SYSTEMS, INC.



Name Printed: Idah O Eddokpayi

By: 

Name Printed: Tricia Tarr

Office: OP

22 April 2015
Date

4/23/15
Date