Resolution 97

A RESOLUTION OF THE GOVERNING BOARD OF NORCOM
APPROVING AN AMENDMENT TO THE EMPLOYMENT
AGREEMENT BETWEEN NORCOM AND THOMAS ORR.

WHEREAS, NORCOM and Thomas Orr ("Director") previously entered into an
Employment Agreement dated October 10, 2012 (the "Agreement"); and

WHEREAS, NORCOM and the Director now desire to amend the Agreement as
set forth herein;

NOW, THEREFORE, BE IT RESOLVED by the Governing Board of
NORCOM as follows:

Section 1. Authorization. The Board hereby approves the First Amendment
to Employment Agreement (the "First Amendment"), in substantially the form attached
hereto as Exhibit A and incorporated herein by this reference. The Chair of the
Governing Board of NORCOM, or his or her designee, is hereby authorized to execute
the First Amendment with such modifications and revisions as determined to be
necessary by the Chair and legal counsel to NORCOM.

Section 2. Further Authority: Prior Acts. All NORCOM officials, their
agents, and representatives are hereby authorized and directed to undertake all action
necessary or desirable from time to time to carry out the terms of, and complete the
transactions contemplated by, this resolution. All acts taken pursuant to the authority of
this resolution but prior to its effective date are hereby ratified and confirmed.

Section 3. Effective Date. This resolution shall take effect immediately upon
its passage and adoption.

Passed by a majority vote of the Governing Board in an open meeting on this 8th day of
May, 2015.

Signed in authentication thereof on this 8th day of May, 2015.

Chair

Attest:

Resolution 97

Approving an Amendment to Tom Orr’s Employment Contract