

CONTRACT

Clause one: Eric Northman will continue his employment at Northman Publishing in the capacity of Deputy CEO until his thirty-fifth birthday. Salary will be determined by the industry average and will be reconfigured every two years. In his capacity as Deputy CEO, E. Northman will have autonomy over the international division of Northman Publishing, including its staffing; however, he must submit weekly status reports to the CEO of Northman Publishing, Appius Northman, and consider all revisions offered by the same.

Clause two: In the role of Deputy CEO, Eric Northman will be required to attend all major department meetings of Northman Publishing and submit reports to Appius Northman.

Clause three: Eric Northman will be made CEO of Northman Publishing on his thirty-fifth birthday. Salary will be determined by the industry average and will be reconfigured every two years. The term of employment will be at the sole discretion of Appius Northman or an agent appointed by him—as long as a notice of one month is given before termination of employment. E. Northman forfeits his right to resign his position within the first twenty years of service and will have no say in who becomes the subsequent CEO of Northman Publishing. After his term as CEO is completed, E. Northman will receive his trust fund. In addition, on the day E. Northman's tenure as CEO ends, he will be required to sell all his remaining Northman Publishing stock to Appius Northman or his agent at fifty percent of the market value. E. Northman also agrees to forfeit the right to inherit any portion of NP through A. Northman's estate.

Clause four: Eric Northman cannot change the employment status or previously negotiated income package for Nora Gainesborough during his tenure as CEO.

Clause five: As CEO, Eric Northman must submit quarterly reports to Appius Northman or an agent of A. Northman's choosing (in the case of A. Northman's death). If the profit margin of Northman Publishing does not grow by 2% within any six-quarter period, the decision-making powers of CEO will be transferred to Appius Northman or his appointee for the term of one year, at which time they will transfer back to E. Northman. During any such punitive period, E. Northman will remain CEO in title; however, his annual salary will be cut to 50%, and he will be subject to the orders of the acting CEO. In addition, E. Northman is required to meet with A. Northman or his appointee one time per year—on December 25—to discuss the yearly progress of Northman Publishing.

Clause six: Appius Northman agrees not to interfere with any of the workings—foreign or domestic—of Northman Publishing during Eric Northman's tenure as CEO, as long as the conditions of clause five are met. In addition, any confirmed acts of sabotage on the part of A. Northman or those in his employment (paid or not) will be met with the immediate revocation of this document and the following corollaries: 1.) A. Northman must forfeit all of his AP stock to E. Northman; 2.) E. Northman will be made permanent CEO of Northman Publishing until he chooses to resign; 3.) E. Northman will determine his own successor as CEO and may choose

anyone, as long as he or she is a child or grandchild of A. Northman (including any child of E. Northman).

Clause seven: Eric Northman is to marry on or before his thirty-fifth birthday. The choice of wife will be determined by E. Northman, but that choice must be congruent to the following conditions: 1.) The prospective spouse must be from a family whose income places that family in the upper 1% for gross annual income in the United States (or be of equivalent value if the woman is from another country); 2.) The prospective spouse must be from a family of acceptable reputation (as determined by the Social Register, Burke's Peerage & Landed Gentry, or Appius Northman); 3.) The prospective spouse must be in the position to inherit at least 25% of her familial estate; 4.) The marriage must last at least through E. Northman's tenure as CEO (unless the woman dies of natural causes or from injuries sustained in an accident).

Clause eight: Should Eric Northman not be married by 11:59 p.m. on his thirty-fifth birthday, Appius Northman or his agent may select E. Northman's wife according to any set of qualifications A. Northman determines.

Clause nine: Within five years of marriage, Eric Northman must produce a child or children—either biologically or through adoption—with his wife. Any children of E. Northman will be educated and housed according to E. Northman and his wife's wishes. Appius Northman will be allowed to keep the children for one month during summers as long as he adheres to the following: 1.) A. Northman must care for the child/children in the same manner as he would any other grandchildren; 2.) A. Northman must allow the child/children weekly visits with E. Northman; 3.) A. Northman must allow the child's/children's mother (or a nanny hired by E. Northman) to stay in the residence with the child/children at any and/or all times during the visit.

Clause ten: Eric Northman will sign one-half of the stock left to him by John Northman, his paternal grandfather, over to Nora Gainesborough. The transfer of this stock must be initiated the day this contract is signed.

Clause eleven: This contract cannot be broken without penalty unless both Appius Northman and Eric Northman are in agreement. There is one exception to this condition. The contract may be broken by either party between the hours of 12:00 a.m. to 11:59 p.m. on Eric Northman's thirty-fifth birthday (see clause twelve for penalties in this case). The penalty for one party breaking the contract before or after the appointed date is ten billion dollars to be paid immediately. If the penalty cannot be paid, the party guilty of the breach of contract will immediately be brought up on charges of theft from Northman Publishing. The party must plead guilty to the charges and may not accept a plea bargain that does not include a prison sentence of at least one year. An unwillingness to comply with the penalty can be met with any consequences deemed appropriate by the aggrieved party, including (but not limited to) the forfeiture of NP stock and other property.

Clause twelve: Should Eric Northman break this contract on his thirty-fifth birthday, the following penalties will occur: 1.) His trust fund will revert irrevocably to Appius Northman or a person of his choosing; 2.) His remaining stock in Northman Publishing will revert immediately to Appius Northman or a person of his choosing; 3.) The international portion of Northman Publishing will be dissolved and all its employees let go; 4.) Elsa Larsson will lose her yearly stipend.

Clause thirteen: Should Appius Northman break this contract on Eric Northman's thirty-fifth birthday, the following will occur: 1.) Appius Northman will cut all ties with Eric Northman, both personal and professional; 2.) Eric Northman's trust fund will be immediately transferred to his control; 3.) Elsa Larsson will immediately be given the amount of twenty times her yearly stipend; 4.) Eric Northman's NP stock will be surrendered to Appius Northman or someone of his choosing; 5.) All documents, video recordings, voice recordings, photographs, etc. (and all copies of said items) pertaining to Eric Northman in Appius Northman's possession will be immediately given to E. Northman.

Clause fourteen: All evidence (whether it be real or fabricated) relating to Godric Burnham will be given to Eric Northman immediately upon the signing of this contract. Furthermore, no slanderous accusations will be made against Godric Burnham by Appius Northman or anyone in his employ (paid or otherwise). The penalty for such will be the surrender of 10% of Northman Publishing to Bobby Burnham. Furthermore, the signing of this document indicates that A. Northman has no knowledge of Godric Burnham committing any criminal acts.