

Enhanced Restrictive Covenant Agreement

THIS AGREEMENT is made and enforceable as of the date of the signatures below

BETWEEN

- (1) Real-Time Analysis and News Limited, company number **05633036** (RAN) registered in the UK at 115b Drysdale Street, London, United Kingdom, N1 6ND AND the JET Group Limited, company number **10344336** (JET) registered in the UK at Moor Place, 1 Fore Street, London, EC2Y 5EJ AND
- (2) Anita Darbar – Sales Co-ordinator, of 42 Modling House, Mace Road, London, E2 0RD

IT IS AGREED as follows:

- a. All commissions owed to Anita Darbar for clients obtained whilst under employment as calculated and agreed by PJ Marks and Co. Limited (Company Auditor and Accountant) and Anita Darbar will be paid to Anita Darbar by the last day of November 2017 aiming for November payroll.
- b. All outstanding holiday entitlements will be agreed and accepted by Aubrey Hayward (CEO) along with any outstanding expenses and he will oversee Anita Darbar's final payroll and corresponding P45 in accordance with the terms of Anita Darbar's contract of employment and UK Law.
- c. The following (section d) Confidentiality, Cooperation, Non-Solicitation and Non-Competition restrictions will be accepted and adhered to by Anita Darbar for a minimum period of 12 calendar months from the signing and dating of this agreement.
- d. Anita Darbar shall not at any time during the remaining days of her employment or at any time after this employment, whether directly or indirectly, disclose to a third party or make use of any Confidential Information related to RAN or JET or their officers or employees. For the purposes of this section, 'Confidential Information' is defined as information, regardless of the format or manner in which it is recorded or stored, which is not within the public domain and which relates to the business, products, strategies, finances, affairs, trade secrets, intellectual property, technical data, and know-how of RAN or JET, RAN's or JET's clients, customers, financiers, advisors, business partners, directors, shareholders or any other business contacts whatsoever. Cooperation. In consideration of this Agreement, Anita Darbar will fully cooperate with RAN, JET, related entities and individuals and its counsel as it relates, in any way, to the following: any foreign or domestic dispute (including, but not limited to, litigation, arbitration, and any inquiry brought by an authority) arising out of, or related to any services she performed for RAN, JET, related entities and individuals or which occurred during her time of employment with RAN and JET. Full cooperation shall include, but not be limited to, review of documents, attendance at meetings, trial or administrative proceedings, interviews, or production of documents to RAN, JET, related entities and individuals and its counsel without the need of a court order and wherever possible do so within 72 hours of request and in all instances within a reasonable period of time. Such cooperation will be provided by Anita

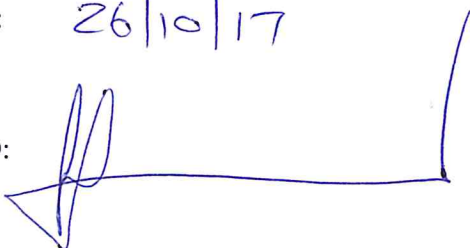
Darbar without further compensation, other than reimbursement for reasonable out of pocket business expenses such as transportation, parking and meals or as specifically agreed in advance and in writing. In addition, as a condition to JET executing this Agreement and providing the Enhanced redundancy package detailed in the correspondence dated 26th October 2017 hereunder, Anita Darbar agrees to cooperate in all matters relating to the transition of her employment (including with respect to internal and external communication plans) and other matters reasonably requested by JET after the final employment date, without further compensation. Non-Solicitation. Anita Darbar will not for a period of 12 calendar months from the signing and dating of this agreement either personally or by an agent, whether on her own account or for or in association with any other person, firm, company or organisation, canvass, solicit or endeavour to take away from RAN or JET the business or customer or client of RAN or JET. Non-Competition. Anita Darbar will not for a period of 12 calendar months from the signing and dating of this agreement either personally or by an agent, whether on her own account, or for or in association with any other person, firm, company or organisation, engage in business with or be in any way interested in any firm, company or organisation within the United Kingdom or transacts business within the United Kingdom which engages in or provides any of the following; Audio Financial News and Commentary, Real Time analysis and research of financial markets or news that affect(s) markets and/or assists and/or affects third party trading organisations, companies and/or individuals.

DATED: 26/10/2017

SIGNED: 

Anita Darbar – Sales Co-ordinator

DATED: 26/10/17

SIGNED: 

Aubrey Hayward – CEO – Real-Time Analysis and News Limited.

DATED: 27 / 10 / 2017

SIGNED: 

Jason Earl – Director – The JET Group Limited.

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- (2) Sarah Ranger – Sales Co-ordinator, of 12 Hesselyn Drive, Rainham, Essex, RM137EJ.

IT IS AGREED as follows:

- a. All commissions owed to Sarah Ranger for clients obtained whilst under employment as calculated and agreed by PJ Marks and Co. Limited (Company Auditor and Accountant) and Sarah Ranger will be paid to Sarah Ranger by the last day of November 2017 aiming for November payroll.
- b. All outstanding holiday entitlements will be agreed and accepted by Aubrey Hayward (CEO) along with any outstanding expenses and he will oversee Sarah Ranger's final payroll and corresponding P45 in accordance with the terms of Sarah Ranger's contract of employment and UK Law.
- c. The following (section d) Confidentiality, Cooperation, Non-Solicitation and Non-Competition restrictions will be accepted and adhered to by Sarah Ranger for a minimum period of 12 calendar months from the signing and dating of this agreement.
- d. Sarah Ranger shall not at any time during the remaining days of her employment or at any time after this employment, whether directly or indirectly, disclose to a third party or make use of any Confidential Information related to RAN or JET or their officers or employees. For the purposes of this section, 'Confidential Information' is defined as information, regardless of the format or manner in which it is recorded or stored, which is not within the public domain and which relates to the business, products, strategies, finances, affairs, trade secrets, intellectual property, technical data, and know-how of RAN or JET, RAN's or JET's clients, customers, financiers, advisors, business partners, directors, shareholders or any other business contacts whatsoever. Cooperation. In consideration of this Agreement, Sarah Ranger will fully cooperate with RAN, JET, related entities and individuals and its counsel as it relates, in any way, to the following: any foreign or domestic dispute (including, but not limited to, litigation, arbitration, and any inquiry brought by an authority) arising out of, or related to any services she performed for RAN, JET, related entities and individuals or which occurred during her time of employment with RAN and JET. Full cooperation shall include, but not be limited to, review of documents, attendance at meetings, trial or administrative proceedings, interviews, or production of documents to RAN, JET, related entities and individuals and its counsel without the need of a court order and wherever possible do so within 72 hours of request and in all instances within a reasonable period of time. Such cooperation will be provided by Sarah

Ranger without further compensation, other than reimbursement for reasonable out of pocket business expenses such as transportation, parking and meals or as specifically agreed in advance and in writing. In addition, as a condition to JET executing this Agreement and providing the Enhanced redundancy package detailed in the correspondence dated 26th October 2017 hereunder, Sarah Ranger agrees to cooperate in all matters relating to the transition of her employment (including with respect to internal and external communication plans) and other matters reasonably requested by JET after the final employment date, without further compensation. Non-Solicitation. Sarah Ranger will not for a period of 12 calendar months from the signing and dating of this agreement either personally or by an agent, whether on her own account or for or in association with any other person, firm, company or organisation, canvass, solicit or endeavour to take away from RAN or JET the business or customer or client of RAN or JET. Non-Competition. Sarah Ranger will not for a period of 12 calendar months from the signing and dating of this agreement either personally or by an agent, whether on her own account, or for or in association with any other person, firm, company or organisation, engage in business with or be in any way interested in any firm, company or organisation within the United Kingdom or transacts business within the United Kingdom which engages in or provides any of the following; Audio Financial News and Commentary, Real Time analysis and research of financial markets or news that affect(s) markets and/or assists and/or affects third party trading organisations, companies and/or individuals.

DATED: 26/10/2017 .

SIGNED: 

Sarah Ranger – Sales Co-ordinator

DATED: 26/10/17

SIGNED: 

Aubrey Hayward – CEO – Real-Time Analysis and News Limited.

DATED: 27 / 10 / 2017

SIGNED: 

Jason Earl – Director – The JET Group Limited.