Agreement Compensation Chart

Description	January	February	March	April	May	June	July	August	September	October	November	December	Total
Salary Paid	$8000	$8000	$8000	$8000	$8000	$8000	$8000	$8000	$8000	$8000	$8000	$8000	$96,000
Salary Paid	$8000	$8000	$8000	$8000	$8000	$8000	$8000	$5000 Defer $3k	$5000 Defer $3k	$5000 Defer $3k	$1000	$0	
Amount Paid	$8000	$8000	$8000	$8000	$6000	$3000	$3000	$0	$1500	$2000	$0	$0	
Amount Owed					$2000	$5000	$5000	$8000	$8000	$6000	$7000	$8000	
Check date/ Amount					(1)5-28-2010 $1,061.81	(2)6-4-2010 $1,061.81 (3)6-11-2010 $1,061.81					()11-12-2010 $1,000		
NSF					(1)6-3-2010 $1,061.81 $7 NSF Fee	(2)6-10-2010 $1,061.81 $7 NSF Fee (3)6-16-2010 $1,061.81 $7 NSF Fee					(4)11-12-2010 $1,000 $7 NSF Fee		
Total Amount Owed					$2000	$7000	$12000	$20000	$26500	$32500			
10% commission Direct Sales		$250 Debt		$250 Debt Not paid									
1% Salary Increase per $50,000 FNIN Sales	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?	Sales ?
5% commission override FNIN	?	?	?	?	?	?	?	?	?	?	?	?	?
Investor Concepts Sales	?	?	?	?	?	?	?	?	?	?	?	?	?
Car Expense	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$400 Not Paid	$4800
Health Insurance Expense	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$300 Not Paid	$3600

Approved Expenses Trade Shows Business Development	Paid	1999.29 Paid	$1377.89 Paid	Chirp Ad Tech FSX $1,835.72 Not Paid				Affiliate Summit $745 Not Paid					$2580.72
ZBE Stock													4,000,000
Signing Bonus	500,000 shares												
New Bonus* (f) Not in contract								1 million new shares?					
Monthly 2%	?	?	?	?	?	?	?	?	?	?			
Vesting 1,000,000	41667	41667	41667	41667	41667	41667	41667	41667	41667	41667			
Projects Approved													
Debt	41667	41667	41667	41667	41667	41667	41667	41667	41667	41667			
Call Center		41667	41667	41667	41667	41667	41667	41667	41667	41667			
Financing		?	?										
Performance Based Media			?										
Click2call.com													
B to B Lead Generation Canvassing													
Trade Show													
Lead News													
Affiliate Marketing													
New Technology													

Compensation.

(a) Base salary of $80,000.00 per year, paid every Friday.

(b) Base salary shall increase 1% for each $50,000 in aggregate sales for FNIN, SalesRide.com and Investor Concepts and any new subsidiary or verticals.

(c) Yearly cash bonus, to be determined by ZBE based on sales performance.

(d) Car allowance: The Company will pay a flat amount of $400.00 per mouth to be use as car allowance.

(e) Medical plan: At this time the Company does not have medical plans. Accordingly, the Company will pay a flat amount of $300.00 per month to be used by employee for medical plan

(f) Expense account, with all expenses to be submitted to and subject to the approval of Mark Savoy.

(g) Matching retirement program when provided by the Company with the same plan as all other employees

(h) 5% commission override on all FNIN salaried sales teams, effective March 1, 2010.

(i) 10% commission on personal direct sales by Turner.

(j) 10% commission override on commission-only salespersons, consultants, or marketing partners that join the Company after the hire date of Brad Turner, which is January 4, 2010.

<u>Grant of Shares.</u>

(a) For each new venture, subsidiary, "vertical" (customer segment), product, or service developed on behalf of ZBE or any subsidiary or division thereof, ZBE shall grant to Turner an award of 1,000,000 shares of Zuma Beach Entertainment, Inc. stock, vesting over 24 months with 1/24 to vest on the last day of each month.

(b) Both parties will agree in writing as to what each new venture, subsidiary, vertical, product, or service will be, and how they will take place. ZBE's obligation to make the foregoing stock award will trigger by the execution of a signed project sheet by ZBE and Turner.

(c) The stock award obligation does not include any other ventures that ZBE engages in outside pf the core business of FNIN and its subsidiaries or DBAs, except as modified in writing by ZBE and Turner.

(d) For every minimum increment of $50,000 in sales achieved while Turner is employed, ZBE will grant a stock bonus to Turner. The number of ZBE shares awarded shall be an amount equivalent in value to two percent (2%) of the sales volume, based on the prevailing market value of the stock at the time of the stock bonus.

(e) ZBE shall award Turner a signed bonus of Five Hundred Thousand (500,000) shares of Zuma Beach Entertainment, Inc. stock, effective as of January 4, 2010.

(f) New Bonus* During meeting in August you verbally added new shares and waived the vesting time for 1,000,000 shares over 24 months and told me you would issue 2.5 million shares

(g) In October meeting you told me your

Project Sheets Approved or Pending Approval

1. Debt – Approved January
2. Investor Leads – Started January, Approval changed from April to January and then back to April for 5% override. Discuss starting in March
3. Call Center Services– Started January Approved February
4. Financing – Started February Approval Pending
5. Performance Based Media Partner Development – TV, Radio, Internet real time leads - – Pending approval March
6. Click2call technology opportunities – Lead2call.com
7. Event Lead Generation - Pending approval March – Pending approval March
8. Click2call technology – Lead2call.com – Pending approval March
9. B to B Lead Generation Canvassing - Pending approval
10. Trade Show - Pending approval March - – Pending approval
11. Lead News - Pending approval
12. Affiliate Marketing Ad Network using hasoffers.com - Pending approval
13. New Technology - Pending approval

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