

## EMPLOYMENT CONTRACT

This **EMPLOYMENT CONTRACT** is made on Monday November 5<sup>th</sup>, 2018 by and between

Socialist Rifle Association Inc. of 4601 E Douglas STE 150, Wichita, KS 67218  
(the "Employer")

Alex Tackett of [REDACTED]  
(the "Employee")

### **Background:**

The Employer is of the opinion that the Employee has the necessary qualifications, experience and abilities to assist and benefit the Employer in its mission.

The Employer desires to employ the Employee and the Employee has agreed to accept and enter such employment upon the terms and conditions set out in this Agreement.

**IN CONSIDERATION OF** the matters described above and of the mutual benefits and obligations set forth in this Agreement, the receipt and sufficiency of which consideration is hereby acknowledged, the parties to this Agreement agree as follows:

### **Commencement Date and Term:**

The Employee will commence employment with the Employer on Monday November 5<sup>th</sup>, 2018 (the "Commencement Date"). The Employee's schedule of employment shall be between fifteen (15) and forty (40) hours per week, dependent upon the needs of the Employer.

### **Job Title and Description:**

The Employee shall have the title of President, a principal officer position within the Employer. It is recognized that the Employee has previously served in this role in a volunteer capacity. The duties of this position include but are not limited to:

1. Preside over all meetings of the officers.
2. Provide active management of the business of the officers, including active supervision and direction of the officers' respective duties.
3. See all orders and resolutions of the officers and Central Committee are complied with.
4. Submit monthly reports to the Central Committee on the activities of the officers.
5. In the absence of the Secretary, record all votes and minutes of all proceedings.
6. Perform such other duties as may be prescribed by the Central Committee.

The duties of this position may change subject to amendment of the Bylaws of the Employer.

### **Compensation:**

The Employee shall be compensated at a rate of \$15.00 per hour, with hours worked calculated in minute increments. This rate may be modified with the mutual consent of both the Employer and the Employee in accordance with any applicable resolutions of the Employer, the Bylaws of the Employer,

as well as any applicable federal, state, and local laws. All reasonable expenses arising out of employment shall be reimbursed or paid directly assuming the same have been authorized prior to being incurred and with the provision of appropriate receipts.

The Employer to agrees backdate pay beginning with Monday October 29<sup>th</sup>, 2018. The Employee agrees that all work previous to Monday October 29<sup>th</sup>, 2018 remains work done in a volunteer capacity and waives any and all claims to compensation for it.

**Vacation:**

The Employee shall be entitled to paid vacations in the amount of twelve (12) days per annum, to accrue at the rate of one (1) day on the first day of every month. The accrual shall begin the first day of the month following the Commencement Date.

**Benefits:**

The Employer shall provide at its expense a life insurance policy for the Employee, her spouse, and any children or legal guardians of the Employee.

The Employer shall provide at its expense a short and long term disability insurance policy for the Employee.

The Employer shall be given a maximum of six (6) months from the Commencement Date to set up and offer these benefits to the Employee.

**Termination:**

The Employee may at any time terminate this agreement and her employment by giving not less than four weeks written notice to the Employer.

The Employer may terminate this agreement and the Employee's employment at any time, without notice, for gross negligence or dereliction of duties or for any cause defined by the Bylaws of the Employer.

The Employer may terminate this Agreement and the Employee's employment, with same-day notice, should the Employee lose a vote as specified in Article Five, Section Two of the Employer's Bylaws. The Employer shall pay one (1) month's worth of pay, determined by the average pay of all preceding months of employment, to the Employee in severance pay in the event of this clause being invoked.

The Employee agrees to return any property of the Employer at the time of termination.

**Laws:**

This agreement shall be governed by the laws of the State of Kansas.

**Entire Agreement:**

This agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by

the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

**Severability:**

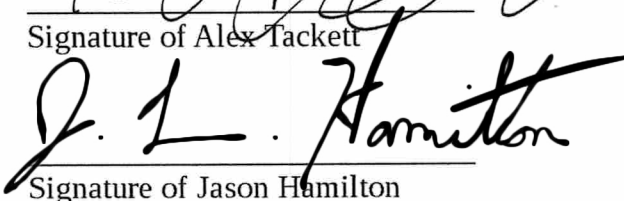
The parties hereto agree that in the event of any article or part thereof of this agreement is held to be unenforceable or invalid then said article or part shall be struck and all remaining provisions shall remain in full force and effect.

IN WITNESS WHEREOF the Employer has caused this agreement to be executed by its duly authorized officers and the Employee has agreed to this agreement as of the date first above written.

SIGNED AND DELIVERED to the Secretary of the Socialist Rifle Association Inc:

A handwritten signature in black ink, appearing to read 'Alex Tackett', written over a horizontal line.

Signature of Alex Tackett

A handwritten signature in black ink, appearing to read 'J. L. Hamilton', written over a horizontal line.

Signature of Jason Hamilton  
Secretary

05/06/2020

Date