

## EMPLOYMENT CONTRACT

This **EMPLOYMENT CONTRACT** is made on Monday December 17<sup>th</sup>, 2018 by and between

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

Jason Hamilton 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 December 17<sup>th</sup>, 2018 (the “Commencement Date”). The Employee’s schedule of employment shall be between ten (10) and twenty-five (25) hours per week, dependent upon the needs of the Employer.

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

The Employee shall have the title of Secretary, 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. They shall record all votes and minutes of all proceedings in a medium meant for that purpose. They in concert with the President shall make the arrangements for all meetings of the officers, including any at-large meetings of the organization.
2. They shall send notices of all meetings to the officers and shall make reservations for the meetings when applicable.
3. They shall perform all official correspondence from the officers as may be prescribed by the officers or the President.
4. They shall record and maintain a roster of membership, to be populated with all necessary information to be preserved for the purposes of regular correspondence and administrative tasks within the organization. The President and Treasurer may request to inspect this record at any time to ensure the integrity of the roster.
5. They shall manage and maintain the website of the SRA, to include any tasks related general operation and the security of the website and its content.
6. They shall perform such other duties as may be prescribed by the Central Committee or the President under whose supervision they shall be.

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 \$12.00 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.

As a condition of Employment, the Employer shall provide a sign-on bonus of \$750 dollars to the Employee, to be processed the first week of Employment. The Employer shall additionally provide a monthly bonus, to be paid on the second paycheck of every calendar month, to be determined by the gross revenue of the preceding month ("PMGR") per the following schedule:

- \$250 →  $\$0 < \text{PMGR} < \$3250$ ;
- \$300 →  $\$3250 < \text{PMGR} < \$3900$ ;
- \$350 →  $\$3900 < \text{PMGR} < \$4550$ ;
- \$400 →  $\$4550 < \text{PMGR} < \$5200$ ;
- \$450 →  $\$5200 < \text{PMGR} < \$5850$ ;
- \$500 →  $\$5850 < \text{PMGR}$ ;

Gross revenue shall be defined as the sum total of all revenue received by the Employer over a given time period.

For example: if the PMGR of October was \$5000, the Employee would be paid \$400 on the second week of November.

The Employee accepts that all previous work was completed in a volunteer capacity and makes no claim to compensation for any previous work done in a volunteer capacity.

**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 dental 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 his 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 President of the Socialist Rifle Association Inc:



Signature of Jason Hamilton



Signature of Alexander Tackett  
President

12/17/18  
Date