

EMPLOYMENT CONTRACT

This EMPLOYMENT CONTRACT is made on August 24th, 2019 by and between

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

Scott Hoadley, [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 Saturday August 24th, 2019 (the "Commencement Date"). The Employee's schedule of employment shall be between ten (10) and forty (30) hours per week, dependent upon the needs of the Employer.

Job Title and Description:

The Employee shall have the title of Treasurer, 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:

General/Bookkeeping

- Pull Stripe transaction history daily
- Input new membership sign-ups into the accounting system
- Input merchandise sales into the accounting system
- Input Stripe fees into the accounting system

- Input membership renewals into the accounting system
- Sync and update Meritrust bank account with accounting system
- Properly categorize expenses, income, and other transactions as they occur through the Meritrust bank account
- Reconcile bank account to accounting system at least monthly
- Maintain electronic inventory system
- Remove and add items from inventory system as they are bought/sold
- Account for Cost of Goods Sold in the accounting system as items are sold on a Periodic FIFO basis
- Prepare quarterly financial reports for membership
- Prepare government reports as needed to remain in compliance as a 501(C)(4)
- Prepare internal reports as needed
- Deliver financial report at bi-weekly board of directors conference meeting
- Set up new accounts as needed
- Accrue Depreciation Expense
- Accrue savings/money-market into savings/money-market accounts in accordance with the Savings Resolution

Payroll

- Maintains payroll information by collecting, calculating, and entering data.
- Ensures the confidentiality and security of all financial and employee files
- Updates payroll records by entering changes in exemptions, insurance coverage, pay, electronic deposit information, and job titles
- Calculate salaries and benefits
- Accrue vacation benefit
- Verify pay amounts hours of work, deductions, etc..
- Verify proper accounting of payroll
- Enter time card information into accounting system
- Review payroll for accuracy
- Approve payroll and distribute electronic deposits
- Input employees into state database to check for garnishments against employee
- Prepare, process, and track wage garnishments and child support orders
- Prepare reports on employees as needed; earnings, taxes, deductions, leave, disability, and nontaxable wages (as required by government agencies or board of directors)
- Determines payroll liabilities by calculation of employee federal and state income and FICA due as well as employer's portion of FICA, withholding, and worker's compensation payments
- Process and maintain records of employee leave status
- Resolves payroll discrepancies as needed
- Maintains payroll operations by following policies and procedures
- Maintains payroll records
- Issue W-2s and other tax information upon year-end closing

- Pay withholding tax through the IRS EFTPS every pay period
- File and pay Forms 941, 940, and state relevant unemployment and withholding taxes

Accounts Payable

- Receive, review, and process all invoices and requisitions for goods and services (as well as check requests)
- Verify proper accounting and obtain Central Committee authorization as needed
- Verify that transactions comply with financial policies and procedures
- Organize billings and maintain records of invoices, statements, and other payables documents
- Set new vendors up for payment procedures
- Data enter invoices for payment
- Process payments via check, debit card payment, or EFT
- Enter W-9s for 1099 preparation
- Prepare 1099s

Accounts Receivable

- Issue invoices to customers as needed
- Issue statements to customers as needed
- Process customer payments
- Properly account for payments of invoices

The Treasurer additionally performs 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 \$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.

The Employer agrees to backdate pay beginning Monday August 12th, 2019. The Employee agrees that all work previous to Monday August 12th, 2019 remains work done in an unpaid volunteer capacity and waives any and all claims to compensation for it.

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 Bylaw 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.

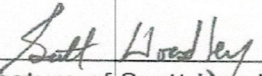
Severability:

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.

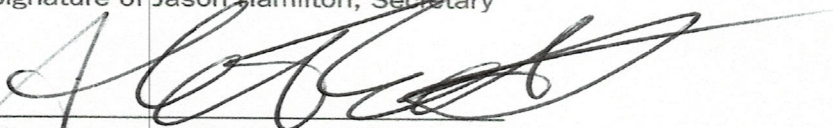
SIGNED AND DELIVERED to the Secretary of the Socialist Rifle Association Inc:



Signature of Scott Headley, Treasurer



Signature of Jason Hamilton, Secretary



Signature of Alexander Tackett, President