

# Employment Contract

This **EMPLOYMENT CONTRACT** is made on Saturday, October 12<sup>th</sup>, 2019, 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 retroactively commence this Agreement on Tuesday, October 8th, 2019 (the "Commencement Date"), to be continuous in respect to their former employment as Secretary. 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 Web Developer, a core staff position within the Employer. The Employee and the position of Web Developer shall be under the supervision of the Secretary. It is recognized that the Employee has previously served in this role under the title "Secretary" but that this previous arrangement is not compatible with the Employer's Bylaws. The duties of this position include but are not limited to:

1. They shall create any such web resource needed by the Employer in order to further the Employer's goals.
2. They shall manage and maintain the website of the SRA, to include any tasks related to the general operation and the security of the website and its content.

3. They shall routinely update the SRA's Warrant Canary in accordance with the SRA's obligation to its membership.
4. They shall manage and prune when requested the backend database pertaining to the new membership registration system, the merchandise store system, and other similarly related systems.
5. They shall keep good Domain Name System records of the SRA's top-level domain (socialistra.org) in accordance with the Employer's needs (i.e. email or forum hosting).
6. They shall ensure in all respects the Secretary can perform their job to satisfaction as it pertains to web resources, including providing access to the website's e-mail contact form correspondence submissions and other such backends.

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 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 < PMGR < \$3250;
- \$300 → \$3250 < PMGR < \$3900; • \$350 → \$3900 < PMGR < \$4550;
- \$400 → \$4550 < PMGR < \$5200;
- \$450 → \$5200 < PMGR < \$5850;
- \$500 → \$5850 < 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.

**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.

**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 negligence or dereliction of duties or for any cause defined by the Bylaws of the Employer.

**Laws:**

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

**Entire Agreement:**

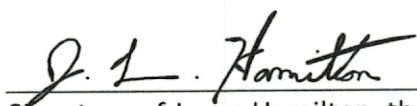
This agreement contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

**Severability:**

The parties 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.:



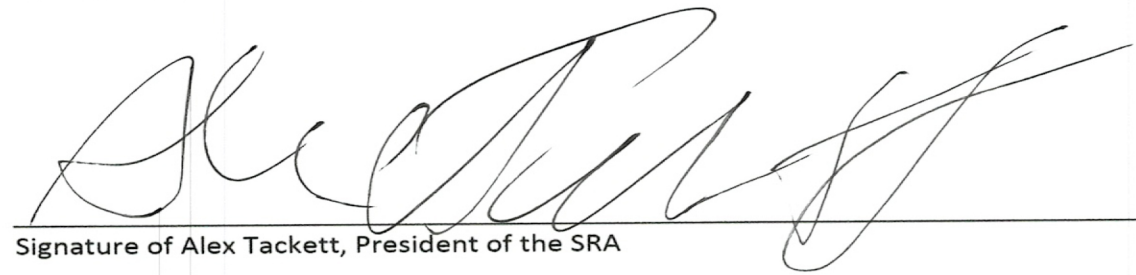
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Signature of Jason Hamilton, the Employee



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Signature of Cierra DuBose, Secretary of the SRA



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Signature of Alex Tackett, President of the SRA