

Mid-Atlantic Off-Road Enthusiasts / International Mountain Bicycling Association

CHAPTER CHARTER AMENDMENT NO. 1.


The Chapter Charter agreement entered into between the Mid-Atlantic Off-Road Enthusiasts ("MORE") and International Mountain Bicycling Association ("IMBA") on Nov 5, 2013 is hereby amended as follows:

1. Effective December 1, 2013 IMBA agrees to hire and dedicate a paid staff position with MORE. The paid staff position is expected to be filled by January 2, 2014.
2. The staff position will function full time as MORE's Events Coordinator
3. The staff position will be supervised as proscribed by MORE who will insure proper performance and focus for achieving MORE's program and operational objectives. MORE will follow IMBA's personnel practices concerning job performance as outlined in the IMBA employee handbook. Duties are per the attached position description.
4. The position's salary and benefits will be the responsibility of and conform to IMBA's personnel practices and salary administration including payroll administration. The starting annual salary jointly determined by MORE and IMBA will be \$ \_\_,000 plus 25% for benefits "Gross Salary". Any subsequent changes in salary, e.g. merited increases, reduction in pay, cost of living increases, etc. will be jointly agreed to by MORE and IMBA.
5. MORE shall monthly pre-pay IMBA for 100% of the position's Gross Salary (First payment of 1/12<sup>th</sup> the Gross Salary is due on the first day of the month of the position hire's start and then on the first day of each subsequent month). No pre-payment is due from MORE to IMBA for vacancy periods. MORE shall be credited for any monthly Gross Salary pre-payment that is not paid to the incumbent due to resignation purposes.
6. No IMBA related business and travel is authorized for this position. MORE related business and travel expense reimbursement will be the responsibility of MORE and its financial management policies and practices.
7. MORE will issue a computer for this staff position.

Except to the extent expressly modified herein, the foregoing Memorandum shall continue in effect in accordance with its terms.

Agreed this 23rd day of November 2013.

BY:   
Michael Van Abel-Executive Director  
International Mountain Bicycling Association.

BY:   
Kevin P. Adams – Trail Boss  
Mid-Atlantic Off-Road Enthusiasts