

This agreement, effective from April 1, 2004 to March 31, 2009, is between:

Lori Russell
P.O. Box 348
Shelby, MT 59474

and

Peaks & Prairies Golf Course Superintendents Association

It is hereby agreed by Lori Russell and the Peaks & Prairies Golf Course Superintendents Association, hereinafter referred to as Association, as follows:

1. Lori Russell will serve as the Executive Director, and will manage the business and affairs of the Association, from an office located at 1601 Main St, Shelby, MT (mailing address is P.O. Box 348, Shelby, MT, 59474). Lori Russell, as an employee of the Association, shall provide the Association with management assistance consisting of the duties and responsibilities required to perform the duties of Executive Director. A general list of duties is included with, but not part of, this agreement. Lori Russell will be under the general supervision of the Executive Committee, and as Executive Director, will be a non-voting honorary member of the Peaks & Prairies GCSA.
2. The Association shall provide the equipment, supplies, and maintenance needed to perform such services and the same shall be subject to its control. The Association requires a separate telephone line. The Association will be responsible for telephone fees and all long distance calls, all paper products, postage, and related products used solely by the Association. The Association will not be responsible for utilities other than telephone fees and long distance charges.
3. Lori Russell shall be considered an employee of the Association within the purview of the Workman's Compensation Law, the Social Security Act, and any other regard.
4. Lori Russell's salary is based on a year-end average of 30-35 hours per week. (It may be necessary for Lori Russell to work more, or less, any given week.) April 1, 2004 - March 31, 2005 Lori Russell will be paid an annual salary of \$ xxxxx payable monthly on the last day of the month as compensation for the performance of all services. Effective April 1, 2005, and every April 1 following for the length of this contract, Lori Russell will receive an annual increase of 4.25% of her salary.
5. In addition to her salary, Lori Russell will receive from the association rental payment for the use of her office space (payable monthly) as follows: \$1,700 April 1, 2004 – March 31, 2005; \$1,750 April 1, 2005 – March 31, 2006; \$ 1,825 April 1, 2006 – March 31, 2007, \$1,925 April 1, 2007 – March 31, 2008; \$2,050, April 1, 2008 – March 31, 2009.
6. Peaks & Prairies GCSA will provide Lori Russell a retirement plan (Simple IRA). The association will be responsible for matching contributions made by Lori up to 3% of her salary.
7. Association agrees to reimburse Lori Russell for all travel expenses equal to the standard mileage rate allowed by the federal government for tax purposes, and for all on site expenses

required for travel as required by the Association. This includes travel expenses to the GCSAA National Conference and Show, consisting of airfare and limited on site expenses. This includes board meetings and functions beyond a range of 20 miles from the office as defined in paragraph one of this agreement. (Exception: Airfare reimbursement may be reduced in the future by contribution towards airfare made by organizations contracting Lori's services.) Additional travel and education will be dictated according to the budget.

8. This agreement shall be and continue in full force and effect until terminated (a) without cause by either part providing forty five days prior written notice to the other party for termination, or (b) for good cause, if after fourteen days of written notice of intention to terminate for a specified cause, the party alleged at fault has failed to correct such deficiency. Termination of Lori Russell for good cause shall be solely for willful misconduct prejudicial to the Association or willful refusal to perform duties reasonable.

Upon termination of this agreement and complete payment of all fees and expenses, Lori Russell shall transfer, assign, and make available to Association, or their representative, all property in Lori Russell's possession or control belonging to and paid for by Association, and all information regarding Association's management.

9. Notices and communications under this agreement shall be sent by first class, prepaid mail to Lori Russell at P.O. Box 348, Shelby, MT 59474 and to the President of the Peaks & Prairies GCSA.

10. This agreement contains the entire agreement between Lori Russell and the Peaks & Prairies Golf Course Superintendents Association, superseding all prior agreements and this agreement may be modified only by another agreement in writing signed by the parties.

IN WITNESS WHEREOF, Lori Russell and Association, by their respective representatives who have been duly authorized, have signed this agreement to be affective from 4/1/04 until 3/31/09.

Lori Russell
Peaks & Prairies Golf Course Superintendents Association

Lori R. Russell

Dane Gamble
for Peaks & Prairies Golf Course
Superintendents Assocociation

Date

Date