**Employment Agreement**

**Douglas A. Pielet and Thornblade Club**

**Duties:** Reporting to the General Manager, the Director of Tennis shall assume complete control of the tennis operation. In addition, you shall supervise and give instruction, administer and organize tennis tournaments within the club; formulate enforce tennis rules; advise and be responsible for proper court maintenance and the personal required thereof; and shall have the administrative responsibility and accountability of the tennis pro shop. You shall devote your time and capabilities to the welfare of the club within the framework of the general policy promulgated by the General Manager and the Board of Governors.

**Enforcement of rules**: As part of your duties you shall use all reasonable efforts to ensure that club regulations are obeyed by members; and shall bring to the attention of the General Manager any violation, abuses of privileges, or matters of unbecoming conduct on the part of members.

**Compensation**: As Director of Tennis, you shall receive a salary of $43,000 per annum, payable in equal weekly installments. In addition;

1. The Director of Tennis may earn an annual bonus of up to $5,000 to be determined as follows
   1. In reference to the combined tennis service financial statements of Thornblade Club, as presently formatted should you manage the tennis services in such manner that you achieve a favorable year end variance to budget, you shall receive a performance bonus at a 50% rate up to a maximum of $5,000.
2. The Director of Tennis shall make a concerted effort to maintain a turn rate of the inventory of 2.5 times per annum.
3. All funds received from the ball machine will be split of a 50-50 basis between you and Thornblade Club.
4. The Director of Tennis shall receive $100 percent of all Tennis Lessons from members and non-members. This lesson income will go into #110 account. Assistant tennis professionals, when teaching lessons, will be paid an hourly lesson rate determined by the tennis director. Assistant tennis professional hourly rate will be paid from the 110 account. The Tennis Director will receive 100% of all tennis racquet repairs and stringing.

**Association Dues**: The club shall pay on behalf of the tennis professional all dues to professional association to which he may belong in connection with his club position, maximum $500 per year.

**Insurance**: The Director of Tennis shall be entitled to inclusion in all insurance, hospitalization, dental, disability, and pension plans available to all employees as a group. Insurance premiums will be paid in full by the club.

**Club Priviledges**: You shall enjoy full membership priviledges for yourself and your family. Additionally, you shall receive a 50% discount for all food and beverage purchases at the club by you and your immediate family. You shall not have to pay montly dues or assessments nor are you or your family subject to any club house minimums. Your personal meals while on duty will be provided by the club at no cost to you.

**Educational expenses**: The club shall advance or reimburse the Director of Tennis for all reasonable expenses incurred in attending the annual conference of his professional association, the South Carolina Annual Convention and tournament events sponsored by them, $2000 maximum per year.

**Tournament Expenses**: In the event any Thornblade UPTA teams travel to a state qualifying tournament or finals, the club will pay the tennis director all reasonable expenses.

**Vacation**: The Director of Tennis shall receive three weeks vacation per year. Sick days will not be charged against vacation. Leaves of absences to attend educational sessions shall not be deducted from the vacation.

**Clothing allowance**: The Director of Tennis shall receive a uniform allowance per year of $500 based on cost through the tennis pro shop.

If the forgoing correctly sets forth our agreement, please designate your acceptance where indicated, return the fully executed original to me for our files, and retain a copy for your records.

Accepted this 10 day of April, 1998 By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Douglas E. Fisher

General Manager

Thornblade Club

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Douglas A. Pielet

Director of Tennis

Thornblade Club