

Contract of IMCN Employment

This agreement, executed between **GOLDEN AGE SALVAGE** (representing the IMCN; hereafter designated "Employer") and _____ (hereafter designated "Subcontractor"), provides employment for the Subcontractor. This employment is subject to the terms and conditions outlined below.

I. Assignment: The Subcontractor has been hired for the performance of an assignment, defined as a salvage expedition pursuant to the conventions and usages of contemporary military and salvage industry terminology. Said Subcontractor shall perform all operations that fall within the framework of this assignment, as well as serving the general needs and interests of the Employer.

Whilst the Subcontractor is under contract with the Employer, he will not work for any other employer in either paid or unpaid capacity.

II. Terms of Fulfillment: The Subcontractor is considered to have fulfilled the terms of this contract if he has done the following: (a) completed his length of service, (b) committed no severe breaches of contract, (c) adhered to all of the contract stipulations detailed below, (d) participated in the performance of the assignment to the best of his ability, and (e) followed all IMCN policies.

If all of these conditions have been met to the satisfaction of the Employer, then the Subcontractor has honored his agreement and is legally entitled to whatever compensation was agreed upon for services rendered (see *Compensation*).

III. Length of Service: The contract will remain in effect for one year, commencing at 1200 hours on the 22nd of July, 101 P.A. and concluding at 1200 hours on the 22nd of July, 102 P.A. Upon termination of the agreement, the Subcontractor will be discharged from all duties and responsibilities to the Employer, unless discharge is superseded by a fresh agreement.

The Employer reserves the right, due to severe operational difficulties or unforeseen catastrophe, to terminate the assignment before the full year of service is up. In such an instance, however, the Employer agrees to compensate the Subcontractor for early contract termination (see *Cancellation*).

IV. Compensation: The Employer agrees to pay the Subcontractor a commission equal to 0.5% of the total value of the salvage haul that reaches Northern Gun HQ in the City of Ishpeming. At the Subcontractor's discretion, payment may be made in NGMI Credits, Universal Credits, precious stones or metals, or Northern Gun goods. This is in addition to the signing bonus (detailed below).

V. Signing Bonus: Upon agreeing to the terms of the contract and signing it, the Subcontractor is eligible for an immediate 10,000 NGMI Credits. To receive the money, the Subcontractor agrees to be in the municipality of Goodcourt in eastern Tennessee, coordinates 35°57'15"N 85°1'53"W, by 1200 hours on the date of July 22nd, 101 P.A. If the Subcontractor fails to appear at the prearranged location at said date and time, then he relinquishes his signing bonus.

VI. Salvage Rights: The Subcontractor has agreed to forfeit ownership of all salvage to the Employer. All salvaged technology, books, vehicles, war materiel, schematics, computers, and other finds are immediately regarded as the property of the Employer. The Subcontractor is expected to turn over all salvage, and to disclose all relevant information regarding salvage, to the Employer. Failure to do so is a severe breach of contract.

VII. Command Rights: The Subcontractor hereby agrees to place himself under the overall military and operational direction of the Employer. Upon agreeing to this, the Subcontractor accepts that he is subject to all IMCN rules and regulations, including penalties for infractions. The Subcontractor will operate pursuant to the Employer's command structure and functions at an entry level position/rank. At the Employer's discretion, the Subcontractor may be later assigned a specific duty, position or rank based upon his particular skills and contributions, or as the situation dictates.

VIII. Materiel: The Employer agrees to provide all of the basic transportation, heavy equipment, gear, provisions, weaponry, and logistical support needed for the assignment. With some exceptions (explained below), the Employer agrees to provide reimbursement for any of the Subcontractor's personal property that is lost or destroyed in performance of the assignment. Personal property includes, but is not limited to, body armor, communicators, tools, weapons, power armor, robot vehicles, and non-robot vehicles. The Subcontractor will be reimbursed an amount of NGMI Credits equal to the estimated monetary value of the lost or destroyed property.

The Employer also agrees to provide reimbursement for damage sustained by the Subcontractor's personal property in performance of the assignment. Reimbursement will be an amount of NGMI Credits equal to the estimated amount needed to pay for full repairs. Alternately, the Employer may elect to have Northern Gun provide the repairs free of charge to the Subcontractor. In the event that repair costs would exceed the cost of replacement, the Employer is not required to reimburse for repairs, and may instead provide the Subcontractor reimbursement based on the property's estimated monetary value (as stated above).

The Employer is not obligated to provide reimbursement for personal effects such as clothing, jewelry, books, personal time keeping devices, or items of sentimental value. The Employer is also not obligated to provide repairs or monetary reimbursement for armor, armaments and vehicles that are not of Northern Gun make. Instead, the Employer may provide replacement Northern Gun equipment equal to the estimated value of that which was lost, destroyed or heavily damaged. Replacement equipment should be of a similar type and function as the original equipment (i.e., a laser pistol should be replaced by a laser pistol) or come as close as possible. Furthermore, the Employer is not responsible for the reimbursement of rare or extremely valuable property, even if such property is lost, destroyed, or damaged in performance of the assignment. Likewise, the Employer is not responsible for the reimbursement of property of a magical, supernatural, or alien nature. At best, the Subcontractor might receive some limited form of monetary reimbursement, but this is entirely at the Employer's discretion.

IX. Indemnity: The Employer agrees to put its equipment and vehicles at the disposal of the Subcontractor, as well as materiel on loan to the expedition from Northern Gun. All access to property owned by the Employer or Northern Gun is pursuant to the Subcontractor's particular skills, qualifications, the needs of the situation, or the dictates of the Employer. The Subcontractor hereby agrees to use the property of the Employer and Northern Gun in a responsible fashion and only in the performance of the assignment. Aside from consumable provisions such as food, fuel, medications and munitions, the Subcontractor agrees to return any and all materiel owned by the Employer and Northern Gun, and said materiel is expected to be returned in full working condition.

Loss of property owned by either the Employer or Northern Gun may result in the Subcontractor being billed an amount equal to the estimated monetary value of the property that was lost or destroyed; this amount will be deducted from his final earnings from the salvage expedition. This occurs if the Subcontractor has been deemed at fault for the loss of property; fault may be due to carelessness, incompetence, negligence, and reckless behavior. If the loss of property is determined to have been unavoidable, however, then the Subcontractor is not at fault and the loss is filed as "shrinkage."

X. Optempo: A contraction of "Operations Tempo", this is a military logistics term referring to the estimated accrued costs for maintenance, fuel, and overhead for a vehicle based on its mileage during a given period. The Subcontractor will be reimbursed for the general upkeep of any of his personal vehicles used in the performance of the assignment. This includes fuel cost, oil and coolant changes, alignments, hover jet flushes, tire changes, and other wear and tear that results from long distance travel or frequent use. The Subcontractor will keep an honest tally of expenditures related to optempo for his personal vehicle. At the end of the contract, the Employer agrees to reimburse the Subcontractor an amount of NGMI Credits equal to the total cost of vehicle upkeep.

XI. Medical: In the event of the Subcontractor suffering a lasting or crippling injury or medical condition in the performance of the assignment, the Employer hereby agrees to reimburse the Subcontractor for medical expenses. Reimbursement will be an amount in NGMI Credits equal to the estimated cost of medical care, surgery, hospital stay, medications, and/or physical therapy. Alternately, the Employer may directly provide medical care through an Ishpeming facility, free of charge to the Subcontractor.

At a physician's recommendation, the Employer will also provide for the Subcontractor to receive cybernetics or biosystems to replace body parts or compensate for serious injuries. The Employer will pay for the component or prosthesis itself, as well as the surgery needed to install it, though the system need only be a baseline model. Likewise, the Employer will reimburse the Subcontractor for repairs to, or replacements for, preexisting cybernetic or bionic systems; such reimbursement will be an amount of NGMI Credits equal to the cost of full repairs or replacement. In the case of replacing a preexisting system, the replacement will be equipped with all the same functional features as the original.

The Employer is not obligated to provide reimbursement for any supernatural or magical maladies that the Subcontractor may incur in the performance of the assignment. Nor is the Employer obligated to provide reimbursement for, or assistance in, the removal of such maladies. This includes, but is not limited to, curses, magical diseases, transformations, possession, psychic effects, and Bio-Wizardry. At any rate, such afflictions are beyond the Employer's means to treat.

XII. Captivity Bonus: In the unlikely event that the Subcontractor, in the performance of the assignment, is captured and becomes the prisoner of an enemy force, he is eligible for a bonus. This bonus is 10,000 NGMI Credits for each full 24 hour

period that the Subcontractor is held captive. If the Subcontractor is also tortured (as defined by the IMCN) for information related to the assignment, and it can be verified that he revealed nothing, the bonus is doubled for each day that he was subject to torture. The captivity bonus, however, only comes into effect if the Subcontractor's capture is deemed to have been unavoidable. Imprisonment resulting from the Subcontractor's own carelessness, lack of foresight, or reckless behavior negates eligibility for the bonus.

XIII. Confidentiality: The Subcontractor hereby agrees not to disclose sensitive or classified information related to the Employer, the salvage expedition, or the salvage itself. The Employer will outline what constitutes such information in the context of the assignment, and knowledge of this information is restricted to those who have been approved by the Employer. Confidentiality is expected to be maintained in perpetuity.

XIV. Confirmation: If there is reason to suspect dishonesty, foul play, or contract violation, the Employer reserves the right to request that the Subcontractor submit to a "confirmation procedure." In this procedure, the Subcontractor is subject to an assessment of his words and actions, via psychoactive substances or psionics. The specific method used is at the discretion of the Employer, and both the Subcontractor's safety and privacy must be taken into account. During questioning, the Employer will only request information pertaining to the assignment and the Subcontractor's conduct during his length of service. All drugs are to be administered by IMCN-certified doctors, and telepathic scans to be carried out by IMCN-certified Mind Melters or Psi-Stalkers.

The Subcontractor has the right to refuse to submit to the confirmation procedure. If he previously agreed to it by signing the contract, however, then doing so is a severe contract breach and results in the Subcontractor forfeiting his earnings. Attempts at resistance or subterfuge during the procedure also qualify as a breach of contract.

XV. Cancellation: The Employer reserves the right to terminate the contract before its terms have been fulfilled or the Subcontractor's length of service has lapsed. As compensation, the Employer agrees to pay the Subcontractor a cancellation fee of 10,000 NGMI Credits for each full week (168 hours) of service, from the commencement date to the date of cancellation. Contract cancellation is only permissible in the event of circumstances or hardships that make the salvage expedition no longer feasible. Canceling the contract for any other reason is a contract breach on the Employer's part.

Signed:

Aaron Maddox 7.20.101
Aaron Maddox (Councilor of the IMCN)

Ingram Bostock 07/20/101
Ingram Bostock (Commander, Golden Age Salvage)



Leonard Couldn't

Leonard Couldn't (Subcontractor)

Damian

Damian Mihrick (Subcontractor)

LAPIS

Lapis (Subcontractor)

Jebediah Stone

Jebediah Stone (Subcontractor)

Clara Ty

Clara & Ty (Subcontractors)

Korban

Greyson

Korban Greyson (Subcontractor)