

To: Wayne LaPierre
From: Pete Brownell
Date: April 30, 2018
Re: Contract Extension

If acceptable to you, the National Rifle Association (NRA) would like to extend and modify your contract that we entered into on December 1, 2013. This extension also supersedes the agreement entered into on November 2, 2016 that addressed your compensation through 2023.

Currently, your employment contract ends in 2023. These rates are applicable when your term as an Officer has ended. The rates are also meant to serve as guidance to the Officer's Compensation Committee if you are still serving as an officer. We note that security concerns also prompt this contract modification. Additional expenditures relating to safe lodging, secure transportation and event security are not compensation to you and will be paid separately as required by identified security threats.

We would propose the following revised 7-year schedule:

2019 \$1,300,000 (1 year)
2020-2025 \$1,500,000 (6 years)

As noted in the 2013 agreement, we continue to believe it is in the best interest of the NRA that we maintain control over your name and likeness. For that reason we seek to contract with you for an additional five years (2026-2030) as a consultant. During this five year period, the NRA will have use of your name and likeness as mutually agreed upon. You agree to make personal appearances that are reasonable in terms of advance notice and convenience of the location. Acceptable use will also

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include written and video fundraising appeals, membership drives, and membership retention programs. The annual rate will be:

\$1,500,000 for three years, 2026-2028

\$1,300,000 for two years, 2029-30

If this extension and modification is acceptable, please sign below:

Wayne R. LaPierre

Wayne R. LaPierre

Wilson H. Phillips Jr.

Wilson H. Phillips Jr.

May 5, 2018

Pete Brownell

Pete Brownell

5/5/2018

Carolyn Meadows

Carolyn Meadows

Commonwealth of Virginia
City/County of Fairfax

Sworn to and subscribed before me on
the 5th day of May, 2018

Jana L. Supinaugh
Notary Public's Signature