

# Exhibit 8

**NRA Personnel Authorization Change Form****TO: EXECUTIVE OFFICES****DATE:** 03/20/18**FROM: Human Resources**  
**at the Request of:**Wayne LaPierre

A request is hereby made concerning the following employee:

**Name:** Joshua Powell**Location:** OHQ HQ**ID#** 5033**ORGANIZATIONAL TRANSFER****FROM:****TO:****TITLE:** \_\_\_\_\_

\_\_\_\_\_

**DIVISION:** \_\_\_\_\_

\_\_\_\_\_

**DEPARTMENT:** \_\_\_\_\_

\_\_\_\_\_

**SAL. ACT.** 5000-10200

\_\_\_\_\_

**Effective Date**01/01/18

	<b>Present</b>	<b>Recommended</b>	<b>Difference</b>
<b>Salary</b>	<u>\$650,000.00</u>	<u>\$800,000.00</u> <u>10.25%</u> <u>23.08%</u>	<u>\$150,000.00</u>

**Bonus****Method:** Gross**Charge to:** \_\_\_\_\_

<b>Reason</b>	<u>Salary adjustment</u>	<b>Status</b>	<u>Ex</u>	<b>EEO</b>	<u>1</u>	<b>Supv.</b>	<u>W. La Pierre</u>
<b>Time Pro Security Level:</b>	<b>(Circle one only if changed)</b>			<b>Employee</b>	<b>Manager</b>	<b>Time Keeper</b>	

**Reviewed:** [Signature]  
Human Resources**Date:** 3/20/2018**Approved:** \_\_\_\_\_  
Division Contact**Date:** \_\_\_\_\_**Approved:** \_\_\_\_\_  
Director/Officer**Date:** \_\_\_\_\_**Approved:** See attached  
EVP**Date:** \_\_\_\_\_

W