

EXHIBIT A

NRA**SUBJECT: STATEMENT OF RECEIPT****EFFECTIVE: 01/01/04**
PAGE NO.: A-1.01

To ensure employees understand that employment at the National Rifle Association of America is by mutual consent and that the NRA Employee Handbook describes guidelines which the NRA generally follows, employees are required to read and sign a Statement of Receipt when they receive the Employee Handbook. The signed Statement of Receipt will be kept on file in the Human Resources Division. The text of the Statement of Receipt follows.

I, Josh Powell, understand that this Handbook describes certain benefits, policies, and procedures pertaining to NRA operations. They are not intended to confer contractual rights of any kind upon any employee, or to create contractual obligations of any kind for the NRA. The NRA may supplement, revise, create, or discontinue, at any time at the NRA's sole discretion, with or without notice, any policies, procedures, practices or benefits as the NRA deems necessary or appropriate. The NRA reserves the right to require, modify and/or increase contributions towards benefits plans.

Further, I understand that this Handbook is not a contract of employment between myself and the NRA. The offer or acceptance of employment is not to be construed as a contract of employment, or as a promise by either me or the NRA of continued employment. Employment at the NRA is by mutual consent. The NRA or I may terminate the relationship at any time. Employment does not create any entitlement to any policy, procedure, or benefit, nor does the Handbook create a duty on the part of the NRA to comply with any policy, practice, procedure, or benefit.

In the event of termination of my employment, I agree to repay any monies owed to the NRA and to return all NRA equipment, credit cards, keys, identification cards, cash advances and any other NRA property. I hereby authorize the NRA to deduct any and all monies owed the NRA for whatever reason from my final paycheck, including accrued leave payout.

Only the Executive Vice President has the authority to enter into any agreement guaranteeing employment for any specified period of time. Any such agreement, if made, shall not be enforceable unless it is in writing and signed by the Executive Vice President. With the exception of job offers extended by the Executive Vice President, the Human Resources Division is the only NRA Division authorized to extend job offers.

*I have been advised the most current version of the Handbook is available online on the NRA Connection (intranet).

Acceptance:

Josh Powell
Print Name

[Signature]
Signature

Jun 8, 2016
Date