

BLACKEAGLE/BLACKEAGLE

SECURITY, INVESTIGATIONS AND CONSULTATION, LLC

GENERAL OPERATIVE EMPLOYEE CONTRACT

(NOTE: BlackEagle/BlackEagle is a fictional corporation for a role-playing game known as Millennium's End (aka Shadow Games). This contract is not a factual representation and is not legally or socially binding beyond the content of the role-playing game.)

SECTION A: PRECEDENT

This contract is designed to fully establish the function and reason behind the employment of the individual whose signature will appear on the final page of this contract. Within the scope and language of this contract, BlackEagle/BlackEagle Security, Investigations and Consultation, LLC will be known as Employer/EMPLOYER. The business entity with which any contract is made will be known as Client/CLIENT. Finally, the contractor/sub-contractor to execute this contract will herein be known as Employee/EMPLOYEE or Contractor/CONTRACTOR.

Be it known upon signature of this contract by the Employer and Employee, these adherents are legally bound and locked within the confines of this contract to satisfactory completion or Employer release.

SECTION B: GENERAL POINTS

CONTRACTOR/SUB-CONTRACTOR STATUS

The Employee is defined as a sub-contractor under the uses of this contract, rather than the legal definition of an employee as granted in United States Code or any other Republic State statutes. The Employee is responsible for obtaining and maintaining their own benefits, tools, equipment, transportation, and other accoutrements suitable to the ability of performing the contracts and missions assigned. The Employer is not responsible for personally owned items, and is not liable to replace or replenish items of any type, although each Senior Cell Leader is optioned to do so with proper legal grounds and documentation.

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The Employer offers the use of the Logistics and Procurement (L&P) Department of BlackEagle/BlackEagle, prevalent in most offices throughout the world, to provide equipment, tools, transportation, and other accoutrements at discounted cost or signature for offices, cells, and/or individuals in accordance with contract and/or mission requirements. L&P are allowed to set their own prices, volume and requirements for all items within their stores, are allowed to refuse or deny purchase or use without prior notice or reason, and may require separate legal documentation be read and signed by the Employee in order to purchase and/or use any item.

EXCEPTIONS TO POLICY

- 1) If, by the actions of an Employee, the Employer's profit margin would be substantially damaged, the Employer may immediately withdraw support and acknowledgement of the Employee's sub-contracting activities. Upon proven and documented reason supporting such action, the Employer may deem the Employee a threat to the sanctity of the corporate entity and seek to dispatch them, preferably through legal means.
- 2) If, by the actions of the Employer, an Employee's life and/or assets would be substantially damaged, the Employee is allowed to immediately terminate relations concerning the current contract and/or mission, or complete severance from the Employer. The Employee may not hold the Employer liable for any damages arising from extra-contract activities, although intra-contract activities may be disputed if proper and complete documentation is maintained. The Employer remains liable for contract completion, and may not require compulsory completion by the Employee.
- 3) If, by the actions of any contract-bound Client, the Employer's or an Employee's assets, or life and limb, would be substantially damaged or threatened, the aforementioned adherents would be authorized to take

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- immediate physical and/or legal action for cessation to the threat involved and/or dissociate themselves from the Client and seek legal remedies to such threat.
- 4) Certain highly specialized and grey-legal actions and speech may be considered exception to the rules of this contract, although the Senior Cell Leader of the Employee's assigned office, and Contract Relations Adjudicator(s) and Liaison, would be required to review the case for the exception and decide if it is, indeed, worthy of exception. Weighty issues, such as jurisdictional legal precedent in the State, County, and City of the Employee's home office, and the jurisdictional legal right of any region in which the incident requiring the exception occurred may also be considered in the decision of whether the exception is valid or invalid.
 - 5) A Client may impose a "drop-dead" date for an Employer and Employee to complete execution of this contract. Should the agreed-upon required deadline for said contract not be reached, becoming active once all principles sign this contract, the Employer and/or Employee will become liable for Client remunerative action, aka forfeiture.

REQUIRED AND OPTIONAL PAY STANDARDS

Three types of payment exist to compensate the Employee for their skills, the Salary type being required, Contract and Objective Payment types being available on agreement of the Client and Employer, based on contract requirements and negotiated payment for services rendered in the contract.

Salary

Each Employee, based on the mission record maintained for them by their cell office and the Employer in Atlanta, Georgia, which determines the Employee’s status within the Employer’s organizational scale, is to be paid on a bi-weekly schedule for Base Weekly Pay, and upon mission completion for Weekly Mission Pay. Following is the most current pay scale, both gross and net, based on mission record/status; under Weekly Mission Pay, Gross represents full pay, while Net is after the Employer(s) percentage is removed. This is subject to change without notice.

Employee Rank (Missions)	Base Weekly Pay (Gross / Net)	Weekly Mission Pay (Gross / Net)
Trainee (0)	575 / 435	2590 / 1550
Rookie (0-4)	635 / 485	2855 / 1710
Operative (5-10)	700 / 530	3150 / 1890
Veteran I (11-18)	770 / 570	3465 / 2045
Veteran II (19-28)	850 / 620	3825 / 2215
Veteran III (29-40)	935 / 690	4210 / 2440

OPERATIONS, PLAUSIBLE DENIABILITY, AND DISAVOWMENT

An Operation is defined in assignment contracts as any action taken to complete the objectives contained in the scope of a contract as defined and agreed upon between the Employer, Employee(s), and Client(s). Although operations are to be completed by use of the most legal means possible, it is recognized that questionable methods may be required to serve the contract. Contracts are not an excuse, or permission, to utilize questionable methods, however, and the Employer is required by law to maintain a veil of plausible deniability, allowing the principles to separate themselves from the potential negative effects and actions of any Client, Employer, and/or Employee. This measure is designed to maintain solvency and/or integrity of BlackEagle/ BlackEagle in accordance with the Foreign Corrupt Powers Act as well as every law regarding public and

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Employee Rank (Missions)	Base Weekly Pay (Gross / Net)	Weekly Mission Pay (Gross / Net)
Veteran IV (41-54)	1030 / 760	4635 / 2685
Cell Leader	+5%	+5%
Senior Cell Leader	+15%	NA

Contract Payment

Total negotiated payment, above and beyond the Cell Total Weekly Mission Pay, to be distributed to each Employee as a bonus for beginning this contract, and the remainder paid upon completion of this contract. Typically, this amount is 7 – 10% of the overall contract payment after overhead expenditures to the Employer, per participating Employee.

Objective Payment

An amount defined within the contract paid upon completion of each objective defined in a contract, and paid to the Employer for distribution to participating Employee(s). Objective(s) must be defined and agreed upon by all principles. Requirement(s) for successful completion of Primary Objective(s) may become disputable on completion of the overall objective; however, typically, pay for objective incompleteness is forfeit. Secondary objectives are defined as collateral or dynamic in nature, and are paid based on confirmed completion of such, with incompleteness not paid, without disputable requirements.

OPERATIONAL REQUIREMENTS, AUTHORIZED EQUIPMENT AND WEAPONS

Each contract negotiated between the Employer and any Client will contain general requirements, in the form of Objectives to be accomplished, in order that the contract may be completed. Beyond the contract, however, are many unspoken things, which are granted the Client by the Employer that are beyond the Client’s control. These are weather, temperature, environment, terrain and alternate unknowable factors, from here on known as Factors.

It is incumbent on the Employee to furnish their own equipment, and is not the Clients’ or Employers’ responsibility to provide such things unless

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private firms and corporations, in accordance with international, federal, state, and local law.

Should an Employee of any standing become a prisoner of war, or be placed in prison due to disobeying or otherwise undeniably breaking applicable law(s), the Employer has the right and responsibility to disavow an offending Employee, which is to lock stored records concerning the Employee and block all attempts to access such information as would damage the Client, Employer, and/or the Employee. To disavow also allows agencies within the Republic of the United States of America to begin diplomatic exchanges to secure the release of the disavowed Employee, subject to the aforementioned laws.

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the equipment is wholly unknown, extremely rare, or required for Objective completion.

Authorized equipment and/or weapons are those recognized by UN treaty and local law of any region in which the Employee performs contract work. It is incumbent on the Employee to ensure local law(s) do not preclude the use of any piece of equipment prior to entering the region. The legal department for the Employer may be consulted on these laws for a discounted fee or signature. Information may be withheld from the Employee with proper legal reason.

RULES OF ENGAGEMENT

Contract requirements may include the use of conventional and advanced firearms to complete the Objectives of any contract. In general, the Employee is required to be in a *weapons hold* status unless or until fired upon by enemy combatants. A Cell Leader may determine engagement is necessary based on their professional assessment in the field, and determine the requirements for changing the rules of engagement have

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been met. Certain special instances may preclude the ability to seek guidance from the Employee’s Cell Leader, and in such instances the Employee may be required to refer to EXCEPTIONS TO POLICY, Item 4.

Rules of engagement may be defined otherwise, on agreement of the principles of this contract.

SECTION C: ACKNOWLEDGEMENT AND SIGNATURES

I, (print name) _____, do hereby affirm that I have read, understand, and agree to all sections of this contract, that my initials in each section are affirmation of legal understanding and agreement, and swear to uphold, on pain of legal prosecution, its’ precepts, and the good name of BlackEagle/BlackEagle Security, Investigations, and Consultation, LLC.

_____ Operative Signature

_____ Date - Time