

August 30, 2010

EMPLOYMENT AGREEMENT

Commencing September 7, 2010 through September 7, 2012

This agreement to be reviewed yearly thereafter.

Dan Harri

6736 Kingsmoor Way

Miami Lakes, FL 33014

Keweenaw County Board of Trustees are pleased to offer you the position as General Manager of the Keweenaw Mountain Lodge.

For performing and adhering to the duties described in the Job Description (attached), the following package of compensation and benefits will be extended to you for the period listed above.

- Your annual base salary will be 48,000.00 per year to be paid on a bi-weekly basis starting on September 7th, 2010.
- In addition to regular pay you will be entitled to an incentive program calculated and paid monthly following the completion and review of monthly financial statement with the Keweenaw County Board of Park Trustee's. A year-end assessment will then be made for total year performance and compensated for.
*(Attached)
- Health Benefits outline – The monthly cost of a health insurance policy for the General Manager and family will be reimbursed to the General Manager in full for a policy that resembles benefits received by Keweenaw County employees.
- Deferred Compensation Program - In addition to the base salary, The General Manager shall receive an additional monthly contribution of 2% of pre-taxed base salary to be deposited into a 457 deferred compensation retirement account. IF at the end of the first year of this agreement , the General Manager meets the targets specified in the attached Incentive Program for Food, Bar and Labor costs, he shall receive an additional 4% of base salary to be deposited

into this 457 account for the duration of this agreement. In addition, the General Manager will be allowed to contribute his own portion of pre-taxed salary into the same fund up to the legal limits.

- A one time stipend will be granted upon signing this agreement in the amount of \$1000.00 for expenses incurred in the relocation from Florida to the Keweenaw. Area

Keweenaw Board of Trustees looks forward to working closely with you towards the continual growth of The Keweenaw Mountain Lodge and the growth of Keweenaw County.

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Eric Bjorn – Chairman _____

Mark McEvers – Vice Chairman _____

Byron Muljo – Member _____

Dan Harri **_Dan Harri (internet signature)**

8/31/10

Witness: Mabel Harri

8/31/10

Attachments:

- General Manager Job description (attached)
- Incentive Program (attached)