

Date: February 10, 2025
 To: Board of Directors
 From: General Manager, Wayne Hunter
 Subject: Membership Marketing Representative Contract

Motion				
Approve Management to give notice to cancel the Membership Marketing Representative contract with Mio Shimamura as presented.				
Objective				
To cancel the contract so that all members are treated equally.				
Background				
<p>The Board of Directors approved to contract with Associate member Mio Shimamura to source new members. In the past year Ms. Shimamura has introduced only one member, and in accordance with the Board agreement the club subsequently paid Ms. Shimamura a commission of 100,000 yen in cash. This is substantially more than any amount that is paid to other members who introduce new members. The payment to Ms. Shimamura is also cash which is less likely to be used at the club, as opposed to vouchers which other members receive and which are for use at the club only. Ms. Shimamura (comment below) does not object to the cancellation of the contract.</p> <p>The Board had also previously contacted with one other member, who did not introduce any new members.</p>				
Pros & Cons				
<p>PROS:</p> <p>➤ Applies any provision for rewarding members for introducing new members equally to all members.</p> <p>CONS:</p> <p>➤ None.</p>				
Financial impact				
Removes cash payments for incentives.				
RACI Matrix	Responsibility	Authority	Consult	Inform
	Management	Membership	Board of Directors	Membership
Consult Mio Shimamura	Comment: “Since I am not actively recruiting new members for the FCCJ at this time, there is no problem with canceling the contract.”			