

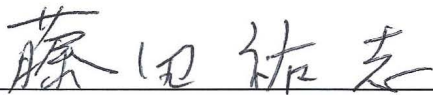
**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE INTERNATIONAL ERGONOMICS ASSOCIATION AND SWISSERGO
REGARDING
THE SWISS-RESIDENT DIRECTOR IN THE EXECUTIVE COMMITTEE OF
THE INTERNATIONAL ERGONOMICS ASSOCIATION**

The International Ergonomics Association (hereafter referred to as IEA) was founded as an international non-profit organization pursuant to article 60 et seq of the Swiss Civil Code under the official name "The International Ergonomics Association." The IEA is registered in the commercial register of the Canton of Geneva, Switzerland. It is required that there is at least one Swiss-resident executive in the Executive Committee of the IEA. The Swiss Ergonomics Association (hereafter referred to as SwissErgo) agrees to provide a representative as the Swiss-resident executive to every Executive Committee of IEA. This Memorandum of Understanding specifies conditions relevant to the above-mentioned agreement between IEA and SwissErgo.

1. SwissErgo agrees to provide a representative to IEA, and the President of IEA appoints the representative as "Director" on its Executive Committee.
2. The Director does not have voting power.
3. SwissErgo provides the Director with financial support of CHF1000 per year from its own budget, for the attendance to the annual IEA Council meeting and to the Executive Committee meeting that precedes the annual IEA Council meeting.
4. In the case that the support by SwissErgo is not sufficient to cover the costs associated with transportation and accommodations, IEA reimburses the balance based on its specified reimbursement procedures. IEA only reimburses the balance of the transportation and accommodation costs and does not provide daily allowance or any other costs.
5. SwissErgo is free to change the representative any time. However, SwissErgo ensures that the change does not cause any temporary vacancy of the Director position. SwissErgo informs of IEA the name of new representative and other information requested by IEA when the change is made.
6. This memorandum of understanding enters into force upon signatures of the presidents of the IEA and SwissErgo.

7. This memorandum of understanding will remain in force until IEA's registration in the Canton of Geneva, Switzerland is terminated, or until either IEA or SwissErgo is dissolved.

April 3, 2017



Dr. Yushi Fujita,
President
International Ergonomics Association



Dr. Sven Hoffmann,
Co-President
Swiss Ergonomics Association



Dr. Sandrine Corbaz,
Co-President
Swiss Ergonomics Association