

Internal Member Regulations

Article 1. A member is any employee of Amazon Support Services Costa Rica S.R.L. and related, who has worked as a permanent employee for three consecutive months, has satisfactorily filled out the AsoAmazon membership form, and has made his/her first contribution.

Article 2. Both the membership application and cancellation must be made freely and voluntarily. Under no circumstance may they be coerced.

Article 3. Upon the first contribution, the member may enjoy all Association benefits, provided his/her employer-employee contribution covers the total amount owed.

The member may enjoy the Association benefits by paying, in cash or by transfer, the amount not covered by his/her employer-employee savings.

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Article 4. Member contributions may be used by the solidarity association to pursue the association's purposes; however, if the member resigns, contributions will be returned.

In these cases, AsoAmazon may deduct any existing member obligations from both the employer-employee contributions and the member's additional savings.

Article 5. The membership cancellation request must be submitted in writing at AsoAmazon offices, addressed to the Board of Directors, and state the reasons for cancellation, and it must include an authorization to transfer the settlement amount to the bank account.

The settlement of contributions will take 45 days after the letter is delivered or after the last day working at Amazon.

Article 6. Anyone who decides to leave the association will lose his/her member rights starting the moment he/she delivers the letter. To become a member again, he/she must wait 3 months to reapply for the first time, and 6 months to reapply for the second and subsequent times. Duties and Rights

Article 7. All members will enjoy the benefits of AsoAmazon, provided they fulfill the relevant requirements, and members have the right to examine the books, documents and actions of the association and its bodies in the presence of the officers responsible for their safekeeping.

Article 8. Any member who fails to pay six fees or that instructs the employer to stop deducting them from his/her salary and fails to personally pay for them, will lose his/her member condition.

Article 9. Members have the duty and right to actively participate in the General Meeting, as well as in all resolutions therein established. If members are unable to attend, they are required to abide by the resolution adopted in the General Ordinary Meeting, as approved by a majority vote.

Article 10. Any member may become a member of the Board of Directors that is elected in the General Meeting, provided he/she fulfills the following requirements:

Be of legal age

Be a direct employee of Amazon Support Services Costa Rica S.R.L.

Must be elected by a majority vote during the General Meeting.

These members may be reelected for consecutive periods no longer than two years. Their appointments may be revoked, and they are required to duly perform their executive and control roles, and to undertake the tasks or assignments assigned by the General Meeting or the Board of Directors.

Article 11. Employer representatives, i.e. company directors, managers, auditors, managers or attorneys-in-fact, cannot hold any positions in the Board of Directors.

Article 12. Every member is required to observe the guidelines and regulations established by the Association for the enjoyment of benefits. Failure to observe these will be examined by the Board of Directors, who shall determine how to proceed in each case.

Article 13. In the event of the member's death, the settlement amounts owed by AsoAmazon to the deceased member will be exclusively delivered to the person that the member designated as beneficiary in the self-management system.

Article 14. An article in these Regulations can only be modified by the Board of Directors and agreed upon by simple majority vote. In the case of a tie, the President's vote will count as two.

Article 15. These regulations are effective starting 5 November 2014.