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IRREVOCABLE PLEDGE OF COLLATERAL

Paragraph 1: I (please state your name, your full address, profession, and national ID or passport number) _____

_____ ,
_____ ,
hereby state on this agreement date the ____ of _____ of the year ____ that the OAS Staff Federal Credit Union (OAS FCU, Credit Union) located at 1889 St. NW Washington DC 20006 has granted me a loan and/or a Visa credit card for the total sum of USD\$ _____ which I am to pay off via monthly payments that are either (i) fixed, equal and consecutive as calculated based on the outstanding balance of the loan, or (ii) variable based on the outstanding VISA credit card balance, to be paid when due monthly, and guaranteed by the money accumulated in the fund in recognition for my years of service, as accorded by the terms and conditions hereby established.

Paragraph 2: Based on my role as employee of the Inter-American Institute for Cooperation in Agriculture, an international organization part of the Organization of American States, where I have been performing my assigned duties without interruption since the ____ day of _____ of _____, where I currently hold the position of _____, and according to the terms established in the Rules from the General Director, the Employee Handbook and IICA's Remuneration System, I am beneficiary of a system that recognizes one's years of service that accrues each year the sum of money of USD\$ _____ as detailed in such rules and handbooks, in a fund that IICA administers and that will only become available to me when my work at IICA ends permanently.

Paragraph 3: According to the aforementioned Rules, Manual and Remuneration System, as stated in paragraph III, such fund is reserved in my personal name and as indicated in those very same documents may be held and undisbursed to me definitively based on my

behavior during my employment at IICA.

Paragraph 4: It is my expressed wish to meet my obligations towards OAS FCU with regards to the loan document mentioned above and provide adequate guarantee of my intent to fulfill such obligation, and therefore I am willing to pledge funds held in the Fund mentioned above for the amount I owe the Credit Union so that they may be used to pay off all monetary obligations that result from obtaining such loan, and to make every effort of maintaining the correct behavior in my performance at IICA to avoid that such funds become unavailable to me for any reason.

THEREFORE: In order to guarantee my fulfillment of any financial obligations contracted in the loan document mentioned in Paragraph 1, I hereby AUTHORIZE IICA IRREVOCABLY, as administrator of the funds accumulated for my years of service at the Institute to, whenever OAS FCU requests so, disburse funds in the name of this financial institution to pay any principal and interest amounts due, and –were these funds to prove insufficient- to disburse any additional funds accumulated to meet such obligation. Such disbursements may be performed with the understanding that, were the funds insufficient to pay all amounts due because of circumstances as explained in Paragraph 3, it will be my personal responsibility, as well as the responsibility of any cosigners or warrantors to meet the remaining obligations to pay off such account as agreed on the loan note. I hereby authorize OAS FCU to use this document as they see fit.

In witness whereof, I hereby sign that I understand all the terms set forth in this agreement, which I sign in the city of San Isidro de Vasquez de Coronado, on the ____ day of _____ of the year _____.

EMPLOYEE

OAS FCU

WITNESS