

Description and Amounts of Compensation

Directors, Agents and Officers

Description of Compensation	Comp., Amount
1) Compensation for Services as Director	\$6,000.00
2) Salary as Chief Executive Officer	\$50,000.00
3) Deferred Retirement Compensation	\$14,000.00
4) Health Insurance Compensation	\$15,000.00
5) Use of Vehicle Compensation	\$15,900.00
6) Educational Assistance Compensation	\$15,250.00
7) Lodging/Housing Compensation	\$14,250.00
8) Meals Compensation	\$18,000.00
Total Annual Compensation	\$158,400.00

Another formula for calculating the Compensation of Directors, Agents and Officers would be \$55.00 per hour at 2,880 hours annually, although with all Directors, Agents and Officers contributing no less than 4,220 hrs. Annually, With the Chief Director 1 contributing a total of 4,680 hours annually.

To be eligible for the listed Annual Compensation total, the individual that is receiving the listed amount must first contribute the total required annual hours, unless the compensation has been scheduled to be made in increments. A required hourly per increment would then apply as follows:

- 1) Twice a year: (1,440 hrs. per period) = \$79,200.00 per period
- 2) Three times a year: (960 hrs. per period) = \$52,800.00 per period
- 3) Four times a year: (720 hrs. per period) = \$39,600.00 per period

The individual receiving the compensation would then be required to fulfill the incremental hourly contribution obligations in order to be eligible to receive the incremental compensation amounts. Requests for any advances on the above listed amounts must be made in writing and are subject to a review and vote by the remaining board members.