

## Description and Amounts of Compensation Independent Contractors and Volunteers

Description of Compensation	Comp., Amount
1) Compensation for Services as Director	\$0,000.00
2) Salary as Chief Executive Officer	\$00,000.00
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	\$15,010.00
7) Lodging/Housing Compensation	\$14,250.00
8) Meals Compensation	\$18,000.00
Total Annual Compensation	\$92,160.00

Another formula for calculating the Annual Compensation/Wages for the Independent Contractors that provide their services to the NATF would be \$32.00 per hour at 2880 hours annually, although all Independent Cont., contribute an average of 4,600 hours annually.

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

- 1) Twice a year: (1,440 hrs. per period) = \$46,080.00 per period
- 2) Three times a year: (960 hrs. per period) = \$30,720.00 per period
- 3) Four times a year: (720 hrs. per period) = \$23,040.00 per period

The individual(s) would then be required to fulfill the 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 to the Board of Directors and is subject to a review and vote by the Board.