

Number: IV 006
Subject: Employee Compensation

Approval Date: September 2, 2008

Effective Date: September 2, 2008

Revised:

Policy Statement:

With respect to employment compensation and support to employees, the CEO shall not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, without limiting the scope of the foregoing, the CEO shall not:

1. Violate collective bargaining agreements
2. Promise or imply guaranteed employment
3. Provide less than some basic level of support to all full time employees
4. Establish compensation and support which:
 - a) deviates materially from the geographic or professional market for the skills employed
 - b) create obligations over a longer term than revenues can be safely projected, or that subjects the board to losses of revenue
5. Establish or change benefits which:
 - a) cause unfunded liabilities to occur or in any way commit the organization to benefits which incur unpredictable future costs
 - c) cause any employee to lose benefits already accrued from any foregoing plan
6. Establish or change his/her own compensation and benefits