

CAPITAL AREA SPORTSMEN'S LEAGUE COMPENSATION POLICY

1. GENERAL OBJECTIVES

Capital Area Sportsmen's League (the "Corporation") is organized as a Michigan nonprofit corporation, and is exempt from federal income tax under Internal Revenue Code ("Code") §501(c)(3).

As a tax-exempt organization, the Corporation is subject to stringent restrictions on its operations, which are imposed by the Code, applicable Treasury Regulations, and state laws applicable to organizations holding assets for tax-exempt purposes. This includes, without limitation, the requirement that the compensation paid by the Corporation to its employees or agents be reasonable, including all wages, benefits, and non-cash compensation. While the reasonableness of the compensation paid to any employee or agent depends on the relevant facts or circumstances of each person's particular situation, the compensation paid by similarly situated tax-exempt and taxable organizations must be analyzed in determining compensation paid by the Corporation.

This Compensation Policy has been adopted by the Board of Directors of the Corporation, and sets forth the procedures under which the Corporation shall determine the compensation of its employees (if any) and agents.

2. AUTHORITY

The Board of Directors of the Corporation has the authority to hire, employ, and compensate such personnel as are needed to fulfill the Corporation's mission and objectives.

3. DUTIES AND RESPONSIBILITIES

- a. Duties and Responsibilities of the Board of Directors. The Board of Directors shall:
 - i. Periodically review wages, benefits, and performance evaluations of each employee (if any) and agent;
 - ii. Establish reasonable compensation for each employee (if any) or agent on a position-by-position basis by:
 - (1) assessing the nature and scope of each position;
 - (2) assessing each employee's (if any) or agent's unique background, experience, skills, performance, duties, and abilities, and challenges facing the Corporation that require the use of such attributes or skills;

- (3) determining the Corporation's need for specific talent; and
 - (4) considering the Corporation's financial condition.
 - iii. Take all reasonable and prudent actions required to ensure that the Corporation continues to qualify as a tax-exempt Corporation described in Code §501(c)(3), and to ensure that no part of the Corporation's net earnings inures to the private benefit of any individual or group of individuals.
- b. Comparable Compensation Data. In establishing reasonable compensation, the Board of Directors shall obtain appropriate and comparable compensation market data, including data from the following sources:
 - i. Compensation paid by similarly-situated organizations, both for-profit and tax-exempt, for functionally-comparable positions;
 - ii. Compensation paid by organizations in the geographic area;
 - iii. Independent compensation surveys by nationally recognized independent firms; and/or
 - iv. Written offers of compensation from similarly-situated organizations, if applicable.
- c. Procedural Requirements. The Board of Directors shall, in performing its duties under this Compensation Policy:
 - i. Comply with the Corporation's Conflict of Interest Policy;
 - ii. Approve compensation arrangements in advance of paying compensation;
 - iii. Document in writing the date and terms of all approved compensation arrangements;
 - iv. Record in writing the decision made by each individual Director who decided or voted on compensation arrangements; and
 - v. Record in writing both the information on which the Board of Directors relied to base its decision and its source.