

COMPENSATION POLICY

Tracker Empowerment Foundation Corporation

A Policy of the Tracker Empowerment Foundation Corporation

Purpose

This policy ensures that all compensation paid by the Foundation is reasonable, justified, and consistent with the Foundation's exempt purposes.

Scope

This policy applies to all compensation paid to board members, officers, employees, and contractors, including salary, fees, honoraria, reimbursements, and in-kind benefits.

Board Member Compensation

Board members serve without compensation unless the full board, minus any interested parties, votes to approve a specific payment for specific work performed on behalf of the Foundation.

Reasonableness Standard

All compensation must be reasonable and comparable to what similarly qualified persons would receive for similar work in similar organizations. The board should document the basis for any compensation decision, including any comparables considered.

Approval Process

Any compensation involving a board member or officer must be approved by disinterested board members only. The interested party must recuse from discussion and vote. The decision and its basis must be recorded in the minutes.

Reimbursements

Expenses incurred on behalf of the Foundation may be reimbursed upon submission of receipts and a brief description of the Foundation-related purpose. Reimbursements to board members require approval by at least one disinterested board member.

Review - The board shall review this policy annually and update it as needed.

Adopted by the Board of Directors on this 10 day of June, 2026.

Director

Kerry Laurence

Director

Lee I. ...

Director

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