

POLICY ON COMPENSATION OF SENIOR MANAGEMENT AND TIME AND ATTENDANCE

Compensation of the Chief Executive Officer (CEO) and Chief Financial Officer (CFO) will be set by the Board of Directors. Compensation will be determined by examining other IDA's and Economic Developer's salaries, along with the amount of work performed.

The duties of the CEO and CFO will be spelled out in a contract form with the respective individuals.

Time and attendance: It is expected that the CEO perform his/her duties with a goal of 12 -15 hours per week spent on SCI DA activities. It is expected that the CEO reports to the SCI DA office to perform most of these duties and be available, with the exception of days off, on a regular working day basis along with attending any required night or weekend meetings.

The CFO will be required to review financial materials and can do so either at the office when necessary or at his/her office when possible. Attendance at a significant number of Board meetings is required.