

U.S. SPORTSMEN'S ALLIANCE FOUNDATION

COMPENSATION POLICY

The compensation policy of U.S. Sportsmen's Alliance Foundation ("USSAF") is designed to: (i) support USSAF's mission, strategy and values; (ii) ensure compliance with the provisions of the I.R.S. Code applicable to Section 501(c)(3) organizations relating to compensation; and (iii) maintain public confidence in the integrity of USSAF due to the rigor and thoroughness of its deliberations.

Trustee Compensation

USSAF does not compensate its Trustees for serving in such capacity.

Executive and Staff Compensation; Contractors


When USSAF hires staff or independent contractors, it strives to pay only reasonable amounts of compensation set under the following guidelines and when it hires employees, it follows the guidelines set forth in this Policy. The objectives of USSAF's compensation policy is to attract, retain, motivate and reward staff who contribute to USSAF's success in fulfilling its mission. Accordingly, USSAF considers the following in setting compensation:

- USSAF will compensate executives and staff for performance, skills and competencies, development and growth, and effective visible commitment to USSAF.
- USSAF's compensation system includes a mixture of base salary, performance bonus, and retirement benefits as well as medical, dental, life and disability insurance. USSAF shall not make loans to Directors, executives, or staff. If management deems appropriate and the President approves, any staff member may be eligible for a bonus.
- USSAF's compensation system includes performance reviews and adjustments to base salary and benefits based on changes in the marketplace (subject to USSAF's financial constraints). Adjustments to individual base pay will be based on job performance. All adjustments to pay will be consistent with practice in the non-profit marketplace. Any bonus payments will be based on performance review and the current financial position of USSAF.
- USSAF's compensation system attempts to be market competitive. Generally, USSAF will base compensation as close as possible to the appropriate external marketplace.

CERTIFICATE OF ADOPTION

The foregoing Compensation Policy was duly adopted by the Board of Trustees of U.S. Sportsmen's Alliance Foundation by resolution dated 10th day of December, 2010.

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By: Walter P. Pidgeon, Jr., Secretary