

## Procedure for Determining Compensation of The President of Positive Alternative Radio, Inc.

The Board of Directors will vote on the Compensation package of the Officers, including the President.

The President will not vote on his compensation, in his role as a Director.

The compensation will be determined by the following:

1. Actual Job description
2. Number of hours worked
3. The Budget of the Company
4. Experience and education
5. Comparatives of similar organizations in our area of operation, along with local market conditions

The President will not be necessarily the highest paid person in the organization and the compensation offered can be reviewed yearly, the same as any other employee.