

39 ALPHA RESEARCH COMPENSATION POLICY

This compensation policy of 39 Alpha Research (the “Corporation”) is designed to: (i) support the Corporation’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 Corporation due to the rigor and thoroughness of its deliberations.

ARTICLE I DIRECTOR COMPENSATION

The Corporation does not pay its directors compensation for serving in such positions. Any compensation paid to directors for services provided to the Corporation in addition to the services they provide as directors shall be separately determined subject to the Corporation’s Conflict of Interest Policy.

ARTICLE II EXECUTIVE AND STAFF COMPENSATION

The objectives of the Corporation’s executive and staff compensation policies are designed to attract, retain, motivate and reward executive officers and staff who contribute to the Corporation’s success in fulfilling its mission. The Corporation shall not make loans to directors, executives, or staff. The Corporation will consider the following in setting compensation:

- Performance, skills and competencies, development and growth, and effective visible commitment to the Corporation.
- Adjustments to salary and benefits will be based on changes in the marketplace (subject to the Corporation’s financial constraints) and job performance including growth in mastering job competencies and will be consistent with practice in the nonprofit marketplace.
- Structured performance reviews with identifiable individual growth and development as well as professional achievement goals. The goals will be accompanied by identification of effective benchmarks for measuring success.
- The appropriate external marketplace.
- The advice and services of a professional compensation consultant or other appropriate means to assess the reasonableness of compensation.

ARTICLE III CHANGES TO THE POLICY

This Compensation Policy has been reviewed and accepted by the Board. The Board must approve any changes to or deviations from this Policy.

CERTIFICATE OF ADOPTION

The foregoing Compensation Policy was duly adopted by the Board of Directors effective as of the ____ day of _____, 2020.

39 ALPHA RESEARCH

Douglas Moore, Secretary