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**GOSUMEC
FOUNDATION
USA**

Compensation Policy

Objective:

To establish clear and transparent guidelines for compensation related to staff, contractors, and board members of GOSUMEC Foundation USA, ensuring compliance with regulatory standards and ethical governance.

Policy Statements:

1. Zero Compensation Model:

- GOSUMEC Foundation USA currently operates with a \$0 compensation model for its board members and executive leadership.
- Should compensation be considered in the future, it will be fully transparent, board-approved, and in compliance with IRS regulations.

2. Board Approval and Oversight:

- Any changes to the compensation policy require a two-thirds majority vote by the board.
- All compensation decisions must be documented in board meeting minutes and disclosed in the Foundation's Form 990.

3. Conflict of Interest Safeguards:

- No board member involved in compensation decisions shall receive direct benefit from those decisions.
- All compensation-related discussions require the presence of an independent, conflict-free quorum.

4. Periodic Review:

- This policy will be reviewed every two years to ensure alignment with best practices and legal requirements.

