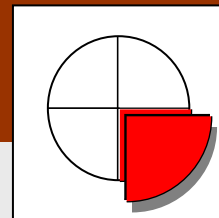


NORTHERN LIGHTS COLLEGE BOARD OF DIRECTORS POLICY



Policy Name: Compensation and Benefits

Number: EL-6

Policy Type: Executive Limitations

Date Approved: 19 Jun 2007

Date Revised: 19 Aug 2020

Date Reviewed: 19 Aug 2020

With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the President shall not cause or allow jeopardy to fiscal integrity.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Change his or her own compensation and benefits.
2. Promise, or allow any promise or implication of, permanent or guaranteed employment.
3. Subject to current legislation, establish or change compensation and/or benefits (including pensions) that:
 - 3.1. Deviate materially from the geographic or professional market for the skills employed.
 - 3.2. Cause unfunded liabilities to occur or unnecessarily commit the organization to benefits which incur unpredictable future costs.
 - 3.3. Treat the President differently from other union excluded employees, unless stipulated by a Board developed and approved contract.