We, the undersigned, being all the Directors of the Adopt A Platoon Soldier Support Effort (aka Adopt A Platoon / AdoptaPlatoon / AAP) a nonprofit 501C-3 Corporation consent and agree by unanimous vote, August 8, 2016 (Board Meeting) to formally add the CEO Pay Policy into our policies via a corporate resolution. CEO Pay was discussed in 2014 Board Meeting and all aspects of the CEO Pay Policy were followed.

Adopt A Platoon (aka: AdoptaPlatoon/ AAP) Board Review of Compensation for Executive Director/CEO compensation and benefits Policy

In order to conduct a comparability review for Executive Director/CEO compensation and benefits the following is required:

1) An independent body consisting of AAP Board Members must convene.
2) Discussion and review of data, to make a judgement and decide on compensation/benefits must be conducted. Comparable data from "similarly qualified," "functionally comparable," and similarly situated nonprofits must be reviewed including compensation analysis based entirely on IRS data.
3) The terms of the compensation must be approved.
4) The approval body must document how decision was reached either in written or electronic recorded minutes.

Joyce A. Lisiewski  
Date: August 9, 2016

Fran Dobson  
Date: August 8, 2016

Karen Ballard  
Date: August 8, 2016

Mitchell Tyree  
Date: August 8, 2016
CEO Pay Policy Resolution Continues –

Gerald Hartzen
Date: August 8, 2016

Ida Hagg
Date: August 8, 2016

Michael Hagg
Date: August 8, 2016

The Secretary of the corporation certifies that the above is a true and correct resolution duly adopted at a meeting of the Adopt A Platoon board of directors.

Michael D. Hagg
Signature of Secretary