

Compensation of Officers as stated in Speedway Children's Charities Bylaws.

No officer shall serve the Corporation in any other capacity and receive compensation therefore unless such additional compensation be authorized by the National Board. The appointment of an officer does not itself create contract rights. Any compensation paid to any officer shall be reasonable and comparable to compensation paid to officers of other similarly situated tax-exempt organizations. The National Board shall vote and approve any compensation to be paid to any officer prior to such payment, such approval to be documented in the minutes of the applicable National Board meeting or resolution of the Directors approving such compensation arrangement.