

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

Except for the National Executive Director and National Managing Director, the officers shall not be entitled to receive compensation for their services as officers. The compensation of the National Executive Director and the National Managing Director of the Corporation shall be fixed by the National Board and no officer shall serve the Corporation in any other capacity and receive compensation therefor 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.