

North American Energy Standards Board

801 Travis, Suite 1675, Houston, Texas 77002 Phone: (713) 356-0060, Fax: (713) 356-0067, E-mail: naesb@naesb.org Home Page: www.naesb.org

COMPENSATION POLICY

The Managing Committee with President recused, sets the compensation for the President on an annual basis after considering appropriate comparability or benchmarking data, such as industry surveys or compensation studies. The President recommends staff salary and compensation changes accompanied by appropriate compensation analysis, for Managing Committee approval on an annual or more frequent basis.