



We, the undersigned, being all the Directors of the Adopt A Platoon Soldier Support Effort (aks 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

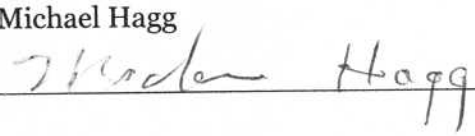
Mitchell Tyree

 _____ Date: August 8, 2016

CEO Pay Policy Resolution Continues -


Gerald Hartzog  _____ 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  _____