

Board Approval for Computational Marine Ethology Research Institute Staff Pay Structure

Date: December 16th, 2018.

On December 3, 2018, the IRS granted formal non-profit 501(c)(3) status for the Computational Marine Ethology Research Institute, see: <https://www.comeri.org/501-c-3>.

As part of formal IRS 1023 form, a pay structure for the Institute staff was submitted and is now the subject of Board approval. This document serves as written record of the vote that will be reviewed at the next corporate meeting (January 31, 2019).

Upon motion duly made and seconded, it was RESOLVED, that the following pay structure, which exactly follows that which was submitted to the IRS (1023), for staff be adopted:

- a) Once start-up funds are secured, the complete range of technical staff, along with anticipated salaries, which are based off of industry standards within the Science, Technology Engineering and Math (STEM) field along with a standard cost of inflation increase per year, are proposed as follows (shown in US dollars as of May, 2018), however, will be subject to board approval based on the recommendation of the President (see Page 8, Article 4, Section 6 “Duties of the President”):

Undergrad Technical Staff Intern;	\$30,000
Graduate Technical Staff Intern:	\$45,000
Post-doctoral candidate:	\$65,000 + benefit overhead
Junior Technical Staff:	\$85,000 + benefit overhead (1-5 years post graduate)
Technical Staff:	\$115,000 + benefit overhead (5-10 years post graduate)
Senior Technical Staff:	\$135,000 + benefit overhead (10-20 years post graduate)
Esteemed Technical Staff:	\$175,000 + benefit overseas (20+ years post graduate)

As per corporate guidelines, remuneration is made only for work completed. Moreover, non-base, i.e., bonuses, are prohibited. Finally, the president retains hiring rights unless a conflict of interest is identified. In such cases, the vice-president (or subsequent non-conflicted officer) shall preside over the hiring package. Offers will be made only when funds within the Institute are secured.

_____ approved _____ not approved _____ abstained (mark with initials)

Signature Printed Name Date

The approval contained herein shall prevail over the previously approved minutes.