

USHJA POLICY STATEMENT

Subject: Officer, Director, and Working Group Compensation Policy

Policy Number: GA110

Date of Board Adoption: July 14, 2025

Board Approved Effective Date: July 14, 2025

The following policies are applicable for non-employee Officers, Directors and Working Group Members of the USHJA, to recognize their time and service to the organization.

Board of Directors

Each Director, other than the President, shall be reimbursed for reasonable travel expenses (airfare, mileage, hotel room, meals*) not to exceed \$500 to attend the USHJA Annual Meeting and the Mid-Year Board of Directors Meeting. In addition, the USHJA shall pay for the USHJA Annual Meeting registration for Board members.

Hunter Working Group Members and Jumper Working Group Members

Members of the Hunter and Jumper Working Groups not serving on the Board of Directors shall be reimbursed for reasonable travel expenses (airfare, mileage, hotel room, meals*) not to exceed \$500 to attend the USHJA Annual Meeting.

*All travel reimbursement shall be for reasonable travel expenses, including standard hotel rooms and economy airfare. Receipts shall be required to document all travel expenses.