

**ESA BOARD OF DIRECTORS COMPENSATION
PAID IN CALENDAR YEAR 2022¹**

Director Position	Director Number	Annual Retainer	Meeting Remuneration	Total Compensation	Fraction of Year as Director
Chair	1	\$50,000.00	\$31,200.00	\$81,200.00	1
Committee Chair	2	\$20,000.00	\$24,600.00	\$44,600.00	1
Committee Chair	3	\$20,000.00	\$24,300.00	\$44,300.00	1
Committee Chair	4	\$20,000.00	\$22,800.00	\$42,800.00	1
Director ²	5	\$15,603.26	\$23,100.00	\$38,703.26	1
Director	6	\$14,500.00	\$23,100.00	\$37,600.00	1
Director	7	\$14,500.00	\$21,300.00	\$35,800.00	1
Director	8	\$14,500.00	\$20,700.00	\$35,200.00	1
Director	9	\$14,500.00	\$19,500.00	\$34,000.00	1
Director	10	\$14,500.00	\$15,600.00	\$30,100.00	1
Director	11	\$10,875.00	\$12,600.00	\$23,475.00	.75
Director	12	\$10,490.52	\$11,700.00	\$22,190.52	.75
Director	13	\$3,906.94	\$8,400.00	\$12,306.94	.25
Director	14	\$1,725.08	\$900.00	\$2,625.08	.16
Total		\$225,100.80	\$259,800.00	\$484,900.80	

Notes:

1. Reporting is on a cash basis paid in the calendar year 2022
2. Total compensation includes retroactive payment from 2021
3. This calendar year included additional meetings for appointing a new CEO and recruitment of new directors