

**ESA BOARD OF DIRECTORS COMPENSATION
PAID IN CALENDAR YEAR 2025¹**

Director Position	Director Number	Annual Retainer	Meeting Remuneration	Total Compensation	Fraction of Year as Director
Chair ²	1	\$50,000.00	\$13,800.00	\$63,800.00	1
Committee Chair ²	2	\$20,000.00	\$11,400.00	\$31,400.00	1
Committee Chair	3	\$20,000.00	\$10,200.00	\$30,200.00	1
Director	4	\$14,500.00	\$9,300.00	\$23,800.00	1
Director	5	\$14,500.00	\$9,000.00	\$23,500.00	1
Director	6	\$14,500.00	\$8,400.00	\$22,900.00	1
Director	7	\$14,500.00	\$8,400.00	\$22,900.00	1
Director	8	\$14,500.00	\$8,400.00	\$22,900.00	1
Director	9	\$14,500.00	\$8,400.00	\$22,900.00	1
Director ²	10	\$10,820.08	\$10,200.00	\$21,020.08	.75
Director	11	\$7,512.68	\$7,200.00	\$14,712.68	.5
Director	12	\$5,178.56	\$2,400.00	\$7,578.56	.25
Director	13	\$2,469.20	\$0.00	\$2,469.20	.16
Total		\$202,980.52	\$107,100.00	\$310,080.52	

Notes:

1. Reporting is on a cash basis paid in the calendar year 2025
2. This calendar year included additional meetings for recruiting two new directors