



**CERTIFIED RESOLUTION
OF THE BOARD OF DIRECTORS
FOR
EXECUTIVE COMPENSATION
FISCAL YEAR 2020-2021**

WHEREAS, the board of directors (the "Board") of Embrace Families Community Based Care, Inc. (the "Corporation") has undertaken an analysis of appropriate salaries to pay to its Chief Executive Officer, Chief Operating Officer, and Chief Financial Officer (the "Officers");

WHEREAS, the Board reviews and updates the salaries of the Officers annually;

WHEREAS, the Board's salary analysis is based upon appropriate comparability data, including salary paid by comparable institutions (taxable as well as non-taxable) for functionally comparable positions and salary patterns or norms in Central Florida;

WHEREAS, the Board has determined that an appropriate balance of base salary, exists to ensure that the package of each Officer, as a whole, and each of its elements, separately, are reasonable;

WHEREAS, the Board has determined that the Corporation's total salary stands in a reasonable competitive position with respect to comparable organizations; and

WHEREAS, the Board has documented the bases for its determinations;

NOW, THEREFORE, the Board hereby approves the salary for each of the Officers as set forth on the following Salary Schedule.

	Salary	Bonus	Other Compensation
Chief Executive Officer	\$130,927.50	0.00	0.00
Chief Operating Officer	\$122,331.25	0.00	0.00
Chief Financial Officer	\$115,718.75	0.00	0.00

05/22/2020
Date


Mark Jackson, Board of Directors Chair
Embrace Families Community Based Care, Inc.