

CMTA CEO COMPENSATION POLICY

The compensation to be paid by the Charcot-Marie-Tooth Association (CMTA) to its Chief Executive Officer shall be determined by the CMTA's Board of Directors, considering whatever factors and information it deems appropriate. At the beginning of each calendar year, the Board of Directors shall review the CEO's compensation and shall determine the compensation arrangement for the upcoming year, in consultation with the CEO. The Board of Directors shall then communicate to the CEO the compensation to be paid to the CEO for the upcoming year, subject to the CEO's acceptance of that compensation arrangement.