
**DIAGNOSTIC SERVICES OF MANITOBA INC.
BOARD OF DIRECTORS POLICY**

Policy Name: Compensation and Benefits

Number: EL-7

Policy Type: Executive Limitations

Date Approved: Nov. 13, 2003

With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the CEO may not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, the CEO shall not:

1. Change his/her own compensation and benefits.
2. Establish current compensation and benefits which:
 - 2.1. Deviate materially from the geographic or professional market for the skills employed.
 - 2.2. Create obligations over a longer term than revenues can be safely projected.
 - 2.3. Are discriminatory.