

**BOARD RESOLUTION  
INTERNATIONAL AMERICAN EDUCATION FEDERATION, INC.,  
DBA INTERNATIONAL LEADERSHIP OF TEXAS**

**WHEREAS**, the Board of Directors of the International American Education Federation, Inc., dba International Leadership of Texas (“ILTexas”) desires to ensure top quality direction of ILTexas;

**WHEREAS**, toward this object, the Board of Directors approved a three year contract with the Chief Executive Officer (“CEO”) in June of 2019; and,

**WHEREAS**, part of that contract calls for an annual review of the CEO and a bonus for the CEO if ILTexas meets the goals set for the by the Board of Directors,

**NOW, THEREFORE**, the Board of Directors of ILTexas, at a lawfully called meeting of the Board, held in compliance with the Texas Open Meetings Act, does hereby adopt the following Resolutions:

**BE IT HEREBY RESOLVED:**

That following review of the CEO’s contract and comparison of the goals established by the Board of Directors, the Board has determined that the CEO has met the goals for ILTexas and therefore, pursuant to the Contract, the CEO is entitled to be paid an annual, one-time single payment bonus for the 2019-2020 school year of \$25,000.00.

***[SIGNATURE PAGE FOLLOWS]***

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF INTERNATIONAL AMERICAN EDUCATION FEDERATION, INC., DBA INTERNATIONAL LEADERSHIP OF TEXAS, ON THE **21<sup>st</sup> DAY OF OCTOBER, 2020.**

Members Voting in Favor of Resolution:

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Maj. Gen. James Williams, Board President

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Lynne Beach, M.D., Board Vice President

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Mr. Tracy Cox, Board Secretary

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Dr. Soner Tarim, Board Member

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Mr. Peter Gudmundsson, Board Member

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Mr. Chris Moreland, Board Member

*The undersigned, being the Secretary of the Corporation, hereby certifies that the foregoing represents a true copy of a Resolution of the Directors of the Corporation, duly held on **October 21, 2020**, which Resolution is in full force and effect and has not been revoked or amended.*

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Secretary \_\_\_\_/\_\_\_\_/\_\_\_\_