

## Corporate Responsibility Committee

The Corporate Responsibility Committee shall:

1. Review and recommend to the Board the compensation structure for the CEO.
2. Review and make recommendations to the Board with respect to the establishment, modification, amendment, and administration of Management incentive or bonus plans, employee benefits and retirement plans.
3. Conduct reviews and make recommendations to the Board of Directors that this Cooperative is adhering to the spirit of the law in developing and implementing policies and programs in all areas of the law, including:
  - a. employee safety and health
  - b. environmental responsibility
  - c. equal opportunity employment law
  - d. business behavior and ethical practices (e.g., conflicts of interest, antitrust, fair trade practices, and international business practices).
4. Review and make recommendations to the Board with respect to this Cooperative's effectiveness and participation with various constituencies:
  - a. employee relations
  - b. industry organizations
  - c. community service and community affairs
5. Review and make recommendations about the safety and quality of goods produced by this Cooperative.
6. Review insurance coverage including officer, director, agent, and employee bonding on an annual basis.
7. Receive quarterly reports from Corporate Compliance Committee.
8. Receive quarterly reports of pending and threatened litigation from General Counsel.
9. Review and recommend Information Technology needs of the Board.
10. Review Information Technology, database security, business continuity, and disaster recovery plans and needs of the Company.
11. Establish calendar for Board meetings.

