

COMSTOCK RESOURCES, INC.

COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS CHARTER

(Adopted July 31, 2003)

I. PURPOSE

The primary functions of the Compensation Committee are to discharge the Board of Directors' responsibilities relating to compensation of the Company's executives and to produce an annual report on executive compensation for inclusion in the Company's proxy statement, in accordance with applicable rules and regulations.

II. MEMBERS

The Compensation Committee shall be comprised of three or more Directors as determined by the Board, each of whom shall be an independent Director (as defined in the listing standards of the New York Stock Exchange) and free from any relationship that, in the opinion of the Board, would interfere with the exercise of his or her independent judgment as a member of the Compensation Committee. In addition, (i) if any compensation or benefit plan administered by the Compensation Committee is subject to Rule 16b-3 of the Securities Exchange Act of 1934, as amended, each Compensation Committee member shall also qualify as a "disinterested person," as such term is defined under Rule 16b-3, and (ii) if an award or payment under any compensation or benefit plan administered by the Compensation Committee would be subject to the deduction limitation under Section 162(m) of the Internal Revenue Code of 1986, as amended, at least two members of the Compensation Committee shall also qualify as "outside directors," as such term is defined under Section 162(m) and the regulations thereunder. The members of the Compensation Committee shall be appointed by the Board on the recommendation of the Corporate Governance/Nominating Committee and shall serve for a period of one year or until such time as his or her successor has been duly named or until such member's earlier resignation, death or removal. The Compensation Committee shall have a chairman who shall be designated from among its membership by the Board and who shall preside at meetings of the Compensation Committee. In the event that the Board fails to select a chairman, then the members of the Compensation Committee shall select a chairman. Compensation Committee members may be removed (with or without a cause) and replaced by the Board.

III. MEETINGS

The Compensation Committee shall hold regular meetings as may be necessary and such special meetings as may be called by the chairman of the Compensation Committee.

IV. RESPONSIBILITIES AND DUTIES

To fulfill its responsibilities and duties, the Compensation Committee shall:

1. Review and approve corporate goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of those goals and objectives and set the CEO's compensation level based on this evaluation. In determining the long-term incentive component of CEO compensation, the Compensation Committee will consider the Company's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies and the awards given to the Company's CEO in past years.
2. Administer the Company's executive compensation programs, including, without limitation, its 1999 Long-term Incentive Plan, authorizing awards to employees and directors under such Plan, making recommendations to the Board of Directors regarding the base salary of senior management employees, approving their bonus opportunity levels and establishing performance goals applicable to one or more executive employees and determining the extent to which such performance goals have been attained, and making recommendations to the Board of Directors regarding remuneration arrangements for directors.
3. Recommend to the Board of Directors the creation of any compensation or employee benefit plan or program for the officers or directors of the Company.
4. The Compensation Committee shall have the sole authority to retain and terminate any compensation consultant engaged to assist in the evaluation of Director, CEO or senior executive compensation, and the sole authority to approve such firm's fees and other retention terms.
5. Report regularly to the Board any issues that arise with respect to the Compensation Committee's responsibilities.
6. Perform any other activities consistent with this Charter, the Company's Bylaws and governing law, as the Compensation Committee or the Board deems necessary or appropriate.
7. Conduct an annual performance evaluation of the Compensation Committee's effectiveness.