

## **Record of Action without a Meeting by the Board of Directors Approving Bonus for Executive Director**

August 24, 2004

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The following decision document was sent to board members on August 6, 2004. For an action without a meeting to take effect, all board members had to vote in the affirmative and sign the action without a meeting accordingly. The action is recorded as of the date the final vote is received.

### **RESOLUTION AUTHORIZING PAYMENT OF A BONUS**

#### **WHEREAS:**

- 1. Section 3.14 of the bylaws of Energy Trust of Oregon, Inc. authorizes the board to act without a meeting if a consent in writing setting forth the action is approved by all of the directors entitled to vote on the matter;**
  
- 2. Energy Trust of Oregon, Inc., wishes to provide a one-time, \$6,000 bonus to Executive Director Margie Harris for her performance over the past year.**

#### **It is therefore RESOLVED:**

**That the board authorizes Energy Trust of Oregon, Inc., to pay a one-time bonus of \$6,000 to Margie Harris for her performance over the past year.**

Executed in manifold copies as of the date of the last signature and signed by all of the directors of the Energy Trust of Oregon board including Rick Applegate, Jason Eisdorfer, Tom Foley, Julie Hammond, Debbie Kitchin, John Klosterman, Rick Kroon, Cheryl Perrin, John Reynolds, and Steve Schell.

Vote: 10 in favor, 0 opposed, 0 abstained

Adopted on August 24, 2004, by Energy Trust of Oregon, Inc., Board of Directors, as the result of an action without a meeting.

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Rick Applegate, Secretary