



NICO Corporation
Management Development and Compensation Committee
Contracted Third Party Policy Statement
March 15, 2016

In conjunction with any third party contracted arrangement, it is the policy of NICO Corporation to not have the total indirect costs exceed 25% of the direct costs associated with the contracted arrangement. It is also expected that as the cost of the contracted arrangement increases the indirect costs, on a percentage basis, should decrease.

Indirect costs may include, but are not limited to, items such as management fees, consulting fees, overhead expenses (rent and utilities) as well as general and administrative expenses (salaries and allocated department costs, such as finance and human resources).