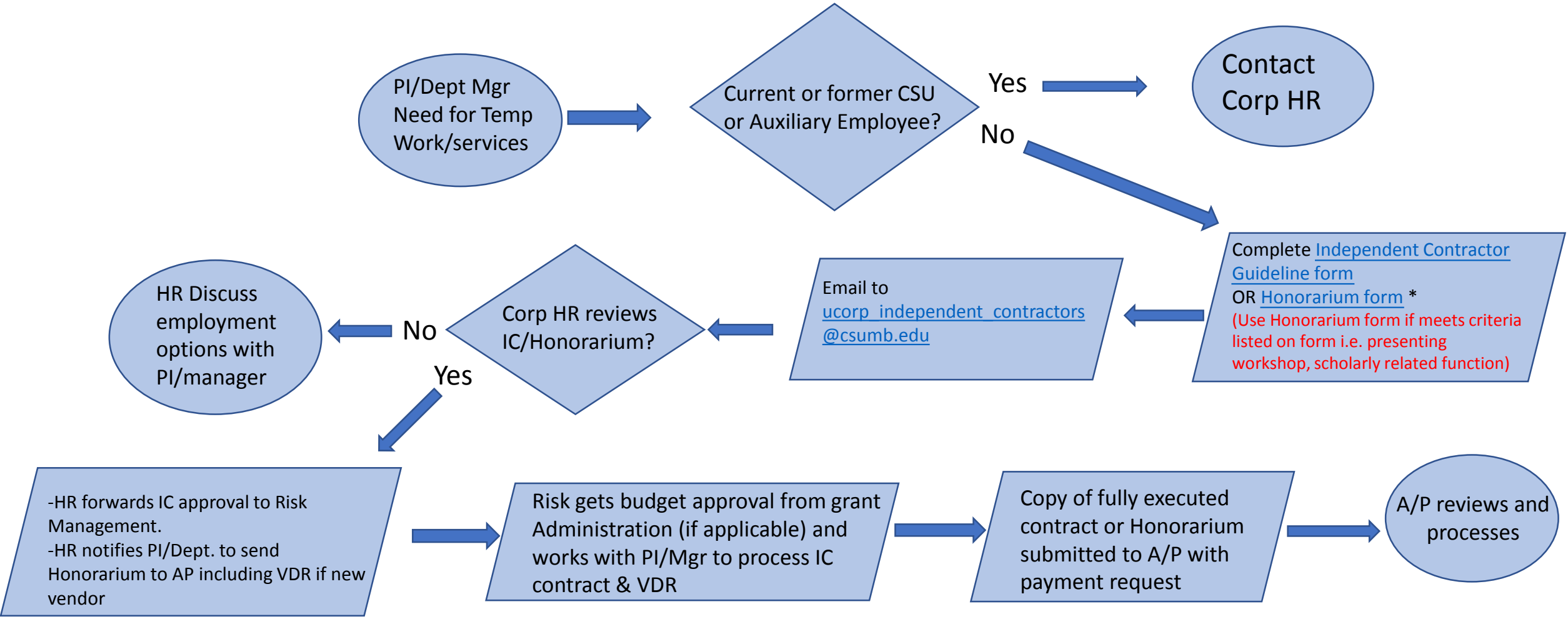


Corporation's Independent Contractor(IC)/Honorary Process Map



* An honorarium is an award or special recognition that the individual does not set to participate as a guest speaker, contest strictly as a goodwill gesture to cover any transportation and lodging expenses the invited individual may have to incur in response to an invitation to speak, judge, or act in some other honorary capacity.