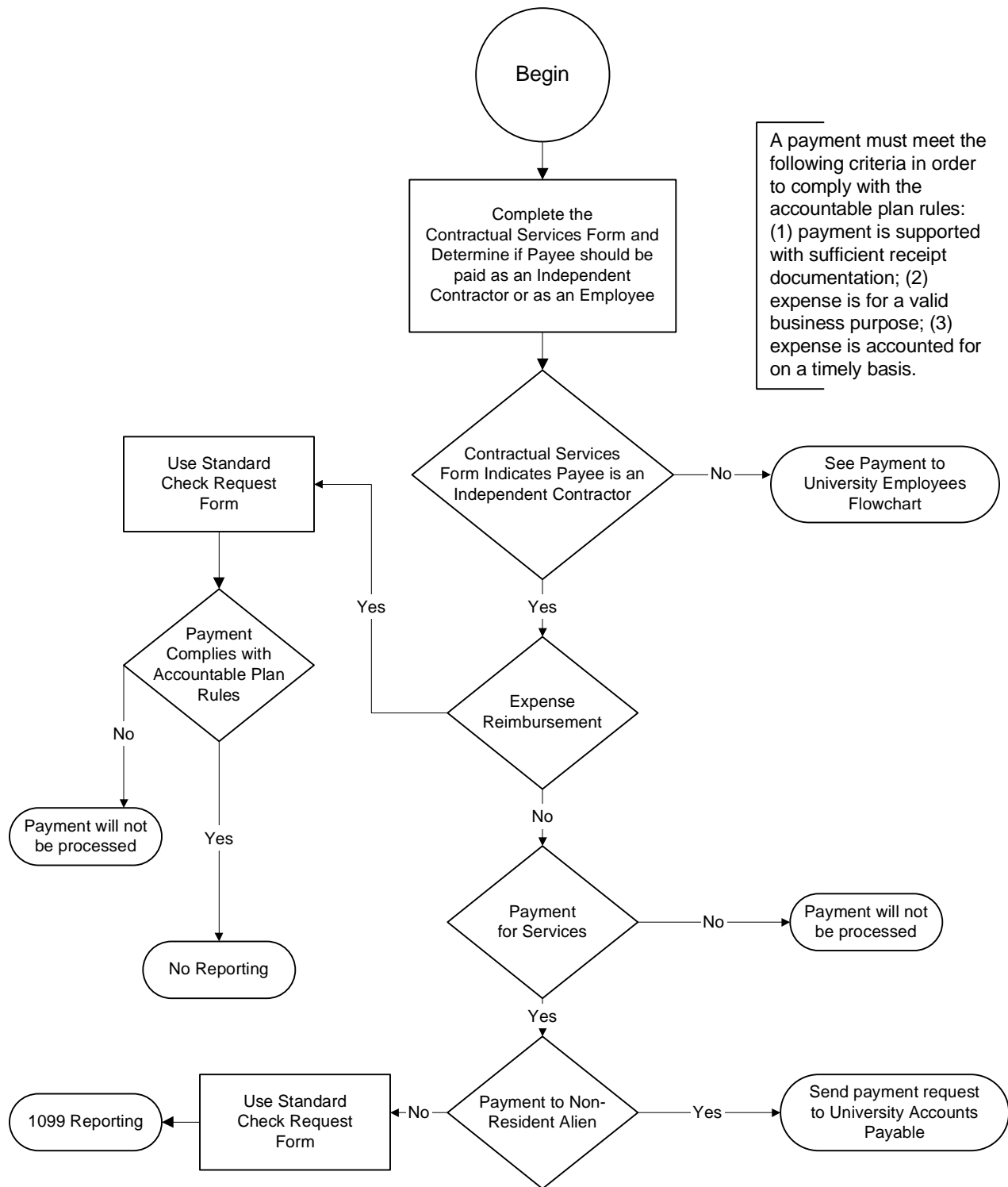


Payments to Independent Contractors



A payment must meet the following criteria in order to comply with the accountable plan rules: (1) payment is supported with sufficient receipt documentation; (2) expense is for a valid business purpose; (3) expense is accounted for on a timely basis.

Includes all payments for services including gifts.

KU Endowment can pay for expense reimbursements for non-resident-alien. KU Endowment can also pay income payments, however, every income payment made by KU Endowment to a non-resident alien will be subject to a 30% federal income tax withholding rate.