

New Ulm Telecom, Inc.
Compensation Committee Charter

PURPOSE

The Compensation Committee ensures that compensation is competitive and appropriate to the Company's strategic and human resources objectives.

RESPONSIBILITIES AND DUTIES

The Compensation Committee is responsible for reviewing and recommending to the Board of Directors the amount of compensation for the President/CEO, including salaries, bonuses and other benefits. The committee is responsible for review and recommendation for changes in the compensation for the Board, Board Chair and all other Committee Chairs. The committee will review and monitor the company's employee incentive plans. The committee shall review and recommend any changes to the areas of working conditions, wages, benefits, needs for increase or decrease in staff as well as any other issues pertinent to employees of New Ulm Telecom, Inc. and its subsidiaries.

Objectives

- Review with the Board Chair, an annual performance evaluation of the President/CEO of the Company; provide thorough, objective feedback in the process and measure the executive's performance against the established goals and objectives.
- Review with the Board Chairman, an annual performance evaluation of the President/CEO and recommend to the Board of Directors the amount of compensation for the President/CEO including salary, bonuses and other benefits.
- Review and recommend to the President/CEO the amount of compensation for key management and all other employees, including salaries, bonuses and other benefits.
- Conduct evaluation of the Board Chair.
- Review and recommend to the Board any changes in the compensation for the Board, Board Chair and all other committee chairs.
- Monitor the Employee Incentive Plan and report to the Board.
- Review and monitor the long-term Incentive Plan.
- Provide a report for the Proxy Statement.
- Periodic review of the Compensation Committee Charter.