



ISLA PERTTULA CORPORATION

1 Channel Plaza, Perttula, Texas 77436

Compensation Committee Charter

Adopted by the Board of Directors. Last updated November 2011.

Purpose

The Compensation Committee discharges the Board's responsibilities relating to the compensation of the Company's executive officers.

Responsibilities

- Review and approve corporate goals relevant to the compensation of the Chief Executive Officer
- Evaluate the performance of the Chief Executive Officer in light of those goals
- Recommend the compensation of the other executive officers
- Review incentive plans for risk, including any incentive that could encourage deferral of maintenance or safety work

Independence

Each member is independent. The Committee may retain independent compensation consultants at the Company's expense.