

1. Article Tiers:

- **Tier 1 (Basic):** \$20
 - i. Short news briefs, event announcements, simple reviews
- **Tier 2 (Standard):** \$35
 - i. General news articles, opinion pieces, basic feature stories
- **Tier 3 (Advanced):** \$50
 - i. In-depth feature stories, investigative pieces, complex analyses

2. Additional Compensation Factors:

- **Research Bonus:**
 - i. Up to \$10 for articles requiring extensive research or interviews
- **Multimedia Bonus:**
 - i. \$5 for including original photos, graphics, or video content
- **Time-Sensitive Bonus:**
 - i. \$5 for articles completed on short notice or covering breaking news
- **Professional Photo Bonus:**
 - i. \$15 for high-quality, professional-grade photographs
- **Professional Graphic Creation Bonus:**
 - i. \$15 for original, professional-quality graphics or infographics

3. Discretionary Adjustments:

- The Editor-in-Chief and Publisher may adjust compensation within a range of +/- 15% based on factors such as:
 - i. Quality of writing and reporting
 - ii. Timeliness of submission
 - iii. Relevance and impact of the story
 - iv. Additional effort or challenges faced by the writer

4. Special Assignments: Compensation for special projects, long-form pieces, or unique assignments will be determined on a case-by-case basis by the Editor-in-Chief and Publisher, with a maximum bonus of \$50 on top of the base tier compensation.

5. Monthly Cap: The total payout to any contributor shall not exceed \$200 per month, regardless of the number or type of contributions.