

INTERLEUKIN GENETICS, INC.

COMPENSATION COMMITTEE CHARTER

I. PURPOSE

The purpose of the Compensation Committee (the “Committee”) of the Board of Directors of Interleukin Genetics, Inc. (the “Corporation”) is:

1. To discharge the responsibilities of the Board of Directors of the Corporation (the “Board of Directors”) relating to compensation of the Corporation’s directors, executive officers and key employees;
2. To assist the Board of Directors in establishing appropriate incentive compensation and equity-based plans and to administer such plans;
3. To oversee the annual process of evaluation of the performance of the Corporation’s management; and
4. To perform such other duties and responsibilities as enumerated in and consistent with this Charter.

II. MEMBERSHIP AND PROCEDURES

A. Membership and Appointment

The Committee shall be comprised of not fewer than two members of the Board of Directors, as shall be determined from time to time by the Board of Directors. The members of the Committee shall be elected by the Board of Directors, or the committee thereof responsible for nominations of directors, at the annual organizational meeting of the Board of Directors or such committee as applicable, and shall hold office until their resignation or removal or until their successors shall be duly elected and qualified.

All members of the Committee shall qualify as “independent directors” for purposes of the listing standards of The NASDAQ Stock Market, LLC, as such standards may be changed from time to time, or by the applicable rule governing director independence of such other national market system or exchange on which the Company’s stock may be traded from time to time, or any successor rules. In addition to the general independence standard required for membership on the Committee, the Board must consider all factors specifically relevant to determining whether the director has a relationship to the Corporation which is material to that director’s ability to be independent from management in connection with the duties of a Committee member, including but not limited to (i) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Corporation to the director and (ii) whether the director is affiliated with the Corporation, any of its subsidiaries or an affiliate of a subsidiary.

To the extent that the Board of Directors deems practicable and advisable, all members of the Committee shall also qualify as “non-employee directors” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and as “outside directors” for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended, as such standards and definitions may be revised or amended from time to time; provided, however, that notwithstanding anything contained herein to the contrary, if not all members of the Committee qualify as non-employee directors, any grant of equity compensation to directors and officers (as defined by Rule 16a-1(f) of the Exchange Act) shall be made by the full Board of Directors or a sub-committee of the Committee comprised of at least two members who qualify as non-employee directors.

B. Removal

The entire Committee or any individual Committee member may be removed without cause by the affirmative vote of a majority of the Board of Directors. Any Committee member may resign effective upon giving oral or written notice to the Chairman of the Board of Directors, the Secretary of the Corporation, or the Board of Directors (unless the notice specifies a later time for the effectiveness of such resignation). The Board of Directors may elect a successor to assume the available position on the Committee when the resignation becomes effective.

C. Chairperson

A chairperson of the Committee (the “Chairperson”) may be designated by the Board of Directors. In the absence of such designation, the members of the Committee may designate the Chairperson by majority vote of the full Committee membership. The Chairperson shall determine the agenda for and the length of meetings and shall have unlimited access to management and to information relating to the Committee’s purposes. The Chairperson shall establish such other rules as may from time to time be necessary and proper for the conduct of the business of the Committee.

D. Meetings, Minutes and Reporting

The Committee shall meet at least once per year and at such other times as it deems necessary to carry out its responsibilities. All Committee members are expected to attend all meetings, in person or via tele- or video-conference.

The Committee shall keep full and complete minutes of the proceedings of the Committee. In addition to the specific matters set forth herein requiring reports by the Committee to the full Board of Directors, the Committee shall report such other significant matters as it deems necessary concerning its activities to the full Board of Directors. The Committee may appoint a Secretary whose duties and responsibilities shall be to keep records of the proceedings of the Committee for the purposes of reporting Committee activities to the Board of Directors and to perform all other duties as may from time to time be assigned to him or her by the Committee, or otherwise at the

direction of a Committee member. The Secretary need not be a member of the Committee or a Director and shall have no membership or voting rights by virtue of the position.

E. Delegation

The Committee may, by resolution passed by a majority of the Committee members, designate one or more subcommittees, each subcommittee to consist of one or more members of the Committee. Any such subcommittee, to the extent provided in the resolutions of the Committee and to the extent not limited by applicable law, shall have and may exercise all the powers and authority of the Committee. Each subcommittee shall have such name as may be determined from time to time by resolution adopted by the Committee. Each subcommittee shall keep regular minutes of its meetings and report the same to the Committee or the Board of Directors when required.

F. Authority to Retain Advisors

The Committee shall have authority to retain or obtain the advice of such compensation consultants, legal counsel, experts and other advisors as the Committee may deem appropriate in its sole discretion. The Committee shall be directly responsible for the appointment, compensation and oversight of its consultants, counsel, experts and advisors and shall have sole authority to approve their fees and retention terms, and the Corporation shall provide funding for such fees and related expenses.

Before selecting any such consultant, counsel, expert or advisor, the Committee shall consider the following independence factors:

- The provision of other services to the Corporation by the person that employs the consultant, counsel, expert or advisor (the “Employing Firm”).
- The amount of fees received from the Corporation by the Employing Firm, as a percentage of the total revenue of the Employing Firm.
- The policies and procedures of the Employing Firm that are designed to prevent conflicts of interest.
- Any business or personal relationship of the consultant, counsel, expert or advisor with a member of the Committee.
- Any business or personal relationship of the consultant, counsel, expert, advisor or Employing Firm with an executive officer of the Corporation.
- Any stock of the Corporation owned by the consultant, counsel, expert or advisor.

III. DUTIES AND RESPONSIBILITIES

The following shall be recurring duties and responsibilities of the Committee in carrying out its purposes. These duties and responsibilities are set forth below as a guide

to the Committee, with the understanding that the Committee may alter or supplement them as appropriate under the circumstances, to the extent permitted by applicable laws, rules and regulations.

1. Establish a compensation policy for executive officers designed to (i) enhance the profitability of the Corporation and increase stockholder value, (ii) reward executive officers for their contribution to the Corporation's growth and profitability, (iii) recognize individual initiative, leadership, achievement, and other contributions and (iv) provide competitive compensation that will attract and retain qualified executives.
2. Subject to variation where appropriate, the compensation policy for executive officers and other key employees shall include (i) base salary, which shall be set on an annual or other periodic basis, (ii) annual or other time or project based incentive compensation, which shall be awarded for the achievement of predetermined financial, project, research or other designated objectives of the Corporation as a whole and of the executive officers and key employees individually and (iii) long-term incentive compensation in the forms of equity participation and other awards with the goal of aligning, where appropriate, the long-term interests of executive officers and other key employees with those of the Corporation's stockholders and otherwise encouraging the achievement of superior results over an extended time period.
3. Review competitive practices and trends to determine the adequacy of the executive compensation program.
4. Review and consider participation and eligibility in the various components of the total executive compensation package.
5. Annually review and approve corporate goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of those goals and objectives, and recommend to the Board of Directors the CEO's compensation levels based on this evaluation. The CEO may not be present during any deliberations or voting with respect to the CEO's compensation.
6. Annually review and make recommendations to the Board of Directors with respect to compensation of directors, executive officers of the Corporation other than the CEO and key employees.
7. Approve employment contracts, severance arrangements, change in control provisions and other agreements.
8. Approve and administer cash incentives and deferred compensation plans for executive officers (including any modification to such plans) and oversight of performance objectives and funding for executive incentive plans.
9. Approve and oversee reimbursement policies for directors, executive officers and key employees.

10. Approve and oversee compensation programs involving the use of the Corporation's stock.
11. If required, by then-current SEC disclosure rules applicable to the Corporation, review the Compensation Discussion and Analysis ("CD&A") prepared by management, discuss the CD&A with management and, based on such review and discussions, recommend to the Board of Directors that the CD&A be included in the Corporation's Annual Report on Form 10-K, proxy statement, or any other applicable filing as required by the SEC.
12. Review all compensation policies and practices for all employees to determine whether such policies and practices create risks that are reasonably likely to have a material adverse effect on the Corporation.
13. Recommend to the Board of Directors that the stockholders of the Corporation approve, on an advisory basis, the compensation of the named executive officers of the Corporation, as disclosed in the Corporation's proxy statement.
14. Recommend to the Board of Directors the frequency of holding a vote on the compensation of the Corporation's named executive officers.
15. Periodically review executive supplementary benefits and, as appropriate, the organization's retirement, benefit, and special compensation programs involving significant cost.
16. Make regular reports to the Board of Directors.
17. Periodically review and reassess the adequacy of this Charter and recommend any proposed changes to the Board of Directors for approval.
18. Periodically evaluate its own performance.
19. Oversee the annual process of performance evaluations of the Corporation's management.
20. Fulfill such other duties and responsibilities as may be assigned to the Committee, from time to time, by the Board of Directors and/or the Chairman of the Board of Directors.