



CEO Compensation Policy

Annually, the Executive Committee of the Board of Directors assesses the performance of the Executive Director and recommends any compensation adjustments to the Board of Directors for approval. In addition to specific performance considerations, the Executive Committee uses comparative data for equivalent positions at other similar institutions, to inform its recommendation of compensation adjustments. The Executive Committee is comprised of independent Board Members who serve in various officer roles. The organization maintains contemporaneous documentation of such deliberations and decisions.