

RESULTS and RESULTS Educational Fund

Process for Determining CEO (Executive Director) Compensation

Adopted by Board on November 26, 2013

I. Purpose

The purpose of this policy is to ensure that RESULTS and RESULTS Educational Fund ("RESULTS/REF") follows the following policy for determining CEO annual compensation.

II. Policy

RESULTS/REF will follow the following policy for determining CEO annual compensation:

- A. An annual review of Executive Director performance is conducted by the Executive Committee, with the Finance and Compensation Committee responsible for the implementation of the review process.
- B. After discussing the review with the Executive Director, a recommended annual salary level is presented for approval by the Executive Committee. Factors impacting the salary recommendation include:
 - The average salary increase for all other employees,
 - The then current salaries of the organization's senior managers,
 - Salaries of CEOs of comparable organizations, as determined by a review of their most recent Form 990s,
 - Past performance.
- C. Upon Executive Committee approval, written notice is provided to the organization's Finance Director.