

CEO COMPENSATION DETERMINATION

CEO compensation is determined by a three member Compensation Subcommittee. This subcommittee is selected from the Board membership and approved by the Board. In determining CEO compensation the subcommittee looks at several factors including: 1.) CEO past performance, and 2.) compensation of CEO's of similar foundations. Foundation similarity can be based upon a). total number of employees, b). annual budget, c). mission/focus area, and 4). geographic region. Evaluation of all of these factors ensures that subcommittee is able to determine a CEO compensation package that is appropriate and competitive.