



## Executive Compensation Process

The Center's Board of Trustees establishes compensation for the CEO and COO and reviews the compensation for other officers and vice presidents on an annual basis. To inform these decisions, the Board, through the use of an independent consultant, obtains information on compensation of functionally comparable positions for similarly qualified persons at similarly situated organizations. Documentation of the deliberations and decisions made are maintained in the minutes, which are adopted contemporaneously and maintained in the corporate secretary's office. The comparability data for the compensation of the CEO is reviewed annually and that of the other officers and senior staff is reviewed every few years. If any individual board member has a conflict of interest he or she would be required to be excluded from the discussion and decision under the Center's conflict of interest policy.

