

## Mission To Haiti's Process For Determining CEO Compensation

The Executive Director of Mission To Haiti is the principal representative of Mission To Haiti, and the person responsible for the efficient operation of the Ministry. Therefore, it is the desire of Mission To Haiti to provide a fair yet reasonable and not excessive compensation for the Executive Director.

Mission To Haiti's annual process for determining compensation for the Executive Director is as follows:

**Evaluation:** The Board of Directors of Mission To Haiti shall annually evaluate the Executive Director on his/her performance, and ask for his/her input on matters of performance and compensation.

**Board Approval:** The Board of Directors shall decide the compensation (salary and benefits) of the Executive Director. Their decision shall be fair and reasonable and be based on compensation levels and benefits for similarly qualified individuals in comparable positions at similar organizations.

**Concurrent Documentation:** To approve the compensation for the Executive Director, the Board of Directors shall document how it reached its decision. The description of the compensation and benefits shall be recorded in the minutes and the date it was approved. The minutes shall include the board members who were present during the discussion about compensation and benefits and the results of the vote.

**Independence in Setting Compensation:** The Board of Directors will operate without undue influence from the Executive Director in regard to setting his/her salary and benefits.

Approved by the Board of Directors, November 15, 2015