

## **Process for Determining CEO Compensation**

Compensation for the President and Executive Director (CEO) of Hope for Haiti's Children Ministries, Inc. (HFHC) is determined by the organization's Board of Directors.

The President and CEO of HFHC is the principal representative and the person responsible for the efficient operation of the organization. Therefore, it is the desire of the organization to provide a fair yet reasonable compensation for the President and CEO.

The Human Resources Committee, a subcommittee of the Board of Directors, reviews the total compensation of the CEO, in accordance with regulations/guidelines established by the IRS and industry best practices. The Committee reviews data regarding salaries of other CEOs at organizations of similar size, including both non-profit and for-profit companies. The Committee also establishes goals and objectives for the CEO, and evaluates the performance of the CEO based on the prior year's goals and objectives. The compensation package is reviewed and approved by the Board of Directors annually.