

EXECUTIVE DIRECTOR COMPENSATION PROCESS

THE BOARD OF DIRECTORS ESTABLISHES A HUMAN RESOURCE COMMITTEE ANNUALLY. THE HUMAN RESOURCE COMMITTEE EXAMINES A SALARY SURVEY CONDUCTED BY FEDERATION'S UMBRELLA ORGANIZATION, JEWISH FEDERATION OF NORTH AMERICA, TO DETERMINE THE APPROPRIATE LEVEL OF COMPENSATION FOR THE FEDERATION'S KEY EMPLOYEES. THE COMMITTEE ALSO REVIEWS EMPLOYEES PERFORMANCE EVALUATIONS, PREVIOUSLY CONDUCTED BY THE HUMAN RESOURCE COMMITTEE, AS WELL AS THE BUDGET FOR THE NEXT FISCAL YEAR. THE COMMITTEE THEN MAKES RECOMMENDATION FOR ANY ADJUSTMENTS TO THE EXECUTIVE COMMITTEE OF THE BOARD WHICH APPROVES OR DENIES THE PROPOSED COMPENSATION.