

2.07 CEO/President Leadership Evaluation and Compensation Review

Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc. for the Board of Trustees to use a formalized process in the annual evaluation and compensation review for its CEO/President.

Procedure:

The Executive Committee of the Board of Trustees shall, each February, prepare a review of the CEO/President's performance as it relates to pre-established personal and corporate goals and targets. The CEO/President shall submit a self-evaluation to the Executive Committee for consideration in the preparation of this review. The Executive Committee shall note in their report any professional development or continuing education accomplishments. The CEO/President will be asked to include future goals or targets in his/her self-evaluation.

Annually, the Director of Human Resources shall compile a survey of CEO/President salary and compensation packages. The Director of Human Resources shall consult the following resources:

- Goodwill Industries International (US Goodwill CEO/President compensation based upon volume)
- State of Ohio (non-profit organization compensation)
- Licking County Chamber of Commerce
- Knox County Chamber of Commerce
- United Way of Licking County
- United Way of Knox County

The Board President shall make compensation recommendations to the Executive Committee of the Board of Trustees based upon his/her review of the salary survey, the Executive Committee's evaluation and the CEO/President's self-evaluation.