

2.08 CEO/President Compensation

Policy

It is the policy of Licking/Knox Goodwill Industries, Inc. to offer its CEO/President an annual compensation package that is competitive with similar non-profit agencies, meets the annual financial budget and is sufficient to attract and maintain qualified individuals.

Procedure:

The CEO/President total compensation package is reviewed each year by the Executive Committee of the Board of Trustees, which is composed of independent, unrelated Board members (see Policy & Procedure 2.07, *CEO/President Leadership Evaluation and Compensation Review*.)

The CEO/President total compensation package shall include the following:

- Base salary
- Performance Bonus Plan
- Board Discretionary Bonus
- Deferred Compensation Package
- Health Insurance
- Long-Term Disability
- Life Insurance
- Paid vacation, sick leave and personal days
- Employee discounts
- Membership fees & subscriptions

The Executive Committee of the Board of Trustees shall document all processes and decisions, including but not limited to:

Terms of compensation package

- Approval date
- Board members approving compensation terms
- Data used in compensation decision
- Disclosures of any conflicts of interest
- Annual review of executive compensation records
- Proof of authority of Executive Committee to exercise compensation actions