



## CCLR Executive Director Compensation Policy

The compensation of CCLR's Executive Director shall be subject to the review and approval of CCLR's independent Board of Directors. The Board shall take into account the following factors when determining the appropriate compensation level, including approval of any changes to said compensation:

1. Comparison of proposed compensation level to the compensation level of the Executive Directors (or comparable position) of comparable organizations within the geographic region of CCLR's main office.
2. Review of the Executive Director's recent job performance.

The Board designates a Compensation Committee, composed of one or more Board members, to conduct the above review and forward finding(s) and/or recommendation(s) to the full Board for deliberation and decision. The results of said deliberation and decision are documented in the official minutes of the Board of Directors meeting during which said deliberation and decision took place.