

## Go Green Initiative Association

### Policy for Board Approval of Compensation

The Chief Executive Officer of the Go Green Initiative is the principal representative of the Go Green Initiative, and the person responsible for the efficient operation of the organization. Therefore, it is the desire of the Go Green Initiative to provide a fair, yet reasonable and not excessive, compensation for the Chief Executive Officer (and any other highly compensated employees and consultants). The annual process for determining compensation is as follows:

**Board Approval.** The Compensation Committee of the Board of Directors will obtain research and information to make a recommendation to the full board for the compensation (salary and benefits) of the Chief Executive Officer (and other highly compensated employees or consultants) based on a review of comparability data. This data may include the following:

1. Salary and benefit compensation studies by independent sources, e.g. Charity Navigator CEO Compensation Study;
2. Written job offers for positions at similar organizations;
3. Documented telephone calls about similar positions at both nonprofit and for profit organizations; and
4. Information obtained from the IRS Form 990 filings of similar organizations.

**Concurrent Documentation.** To approve the compensation for the Chief Executive Officer (and other highly compensated employees and consultants) the board must document how it reached its decisions, including the data on which it relied, in minutes of the meeting during which the compensation was approved. Documentation will include:

- a) A description of the compensation and benefits and the date it was approved;
- b) The members of the board who were present during the discussion about compensation and benefits, and the results of the vote;
- c) A description of the comparability data relied upon and how the data was obtained; and
- d) Any actions taken (such as abstaining from discussion and vote) with respect to consideration of the compensation by anyone who is otherwise a member of the board but who had a conflict of interest with respect to the decision on the compensation and benefits.

**Independence in Setting Compensation:** The board of directors, who are volunteers and not compensated by the Go Green Initiative, will operate independently without undue influence from the Chief Executive Officer. No member of the Compensation Committee will be a staff member, the relative of a staff member, or have any relationship with staff that could present a conflict of interest.