

SOUTHERN OREGON HUMANE SOCIETY

DETERMINING CEO COMPENSATION POLICY

Each year, the SoHumane Board of Directors collects CEO compensation data from IRS Form 990s filed by local non-profit organizations and Oregon-based, non-profit animal shelters. The selected non-profits used in the analysis are assessed based upon their annual expenses so that similar sized organizations form the basis for the compensation comparison. The collected data, which is often several years old, is aged using a historic wage inflation factor to the present day to provide for a current compensation comparison. All forms of cash compensation are collected from the non-profits which is then used to create a target market compensation range for SoHumane's CEO. SoHumane's CEO's compensation is comprised of both salary and bonus, with the incentive compensation component based upon performance against specific, measurable, achievable, relevant, and time-bound goals and objectives. SoHumane's goal is to position the CEO "at market" with respect to salary and to pay any compensation "above market" through an annual bonus based upon sustained, exceptional performance.