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POLICY: EXECUTIVE COMPENSATION  
SECTION: PERSONNEL

POLICY #: 201  
EFFECTIVE: 03/11/2010

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**BACKGROUND · PURPOSE**

The purpose of this policy is to assure that (a) the ASC is able to retain high quality executive leadership by providing reasonable compensation and (b) reasoned decisions regarding appropriate compensation are made through a deliberative process by the ASC's Executive Committee.

**POLICY**

The compensation (including benefits) of the Executive Director and Chief Financial Officer shall be reviewed at least annually to ensure their reasonableness within the industry. A review of comparable positions at similar organizations shall be the basis for the comparisons.

**PRACTICE**

1. The Executive Committee shall consider the compensation of comparable employment positions paid by similar organizations. The Executive Committee shall also take into account any other relevant information and factors in determining the reasonableness of executive compensation.
2. Only those Executive Committee members who are free of conflicts of interest may be involved in the evaluation of executive compensation.
3. The minutes of the Executive Committee shall reflect the consideration of executive compensation.
4. The Executive Committee shall undertake this review process upon the hiring of a new Executive Director or Chief Financial Officer, and upon the modification of the compensation for such positions, but in no case less than annually.

**APPROVAL**

Approved by the ASC Board of Directors on 03/11/2010, effective immediately.