

AMERICAN FAMILY ASSOCIATION, INC.
CEO Compensation Policy

Policy:

The Board of Directors shall annually review and determine the compensation package for the President of AFA. The Governance Committee of the Board shall make a compensation recommendation to the Board based upon an evaluation of the President's performance and a survey of the compensation paid for similar positions.

Procedure:

1. The President shall not participate in the deliberation concerning his or her compensation.
2. The Board's salary deliberations and decision shall be noted in the Minutes.
3. The President shall not participate in performing the salary survey or in forming the Governance Committee's salary recommendation.
4. The President shall cooperate as requested by the Governance Committee in the performance evaluation.
5. In performing the salary survey, the Governance Committee shall take into consideration the following factors:
 - a. The duties and responsibilities of the President
 - b. The size and complexity of the organization
 - c. Both non-profit and for-profit organizations
 - d. Local as well as national comparisons
 - e. All forms of compensation received by the President, including compensation from leading donor travel events, use of AFA vehicle, etc.