



## **The Able Trust**

### **Compensation Policy: Officers and Directors**

#### **Adopted by Board of Directors 6-15-2012**

The Able Trust is a non-profit organization governed by a volunteer Board of Directors. According to the bylaws of the organization, the Directors are not entitled to compensation for services. This policy document is thus limited to the compensation of the President and CEO.

The Executive Committee (Committee) of the Board of Directors is appointed by the Board to discharge the Board's responsibilities relating to compensation of the organization's President and CEO. The Executive Committee has the overall responsibility for approving and evaluating all compensation plans, policies and programs of the Company as they affect the President and CEO. Compensation plans and policies for other staff of the organization are considered operational decisions and under the authority of the President and CEO.

The purpose of the policy is to ensure that the compensation guidelines for the chief executive are fair in regard to job responsibility, job performance, and organization performance. Also to ensure that compensation is comparable to jobs in similar organizations, based on available data, and to equally assure that compensation can be properly justified and explained to the public by the Board of Directors.

#### **Authority and Responsibilities**

1. The Committee shall annually review and approve the base salary and annual incentive opportunities of the President and CEO (CEO). Periodically and as appropriate, the Committee shall review and approve all other incentive opportunities, employment agreements and severance arrangements, both cash-based and other awards.
2. The Committee shall annually review and approve corporate goals and objectives relevant to CEO compensation, review and approve personal goals as assigned, evaluate the CEO's performance in light of those goals and objectives, and award a compensation level based on this evaluation. In evaluating the incentive components of the CEO compensation, the Committee shall consider the organization's performance, the CEO's achievement of personal goals, the value of similar incentive awards to CEOs at comparable organizations, and the awards provided to the CEO in past years.
3. The Committee shall have the sole authority to retain and terminate any compensation consultants to be used to assist it in the evaluation of the CEO, as well as the authority to obtain advice and assistance from legal, accounting, or other advisors.
4. The Committee shall assure the organization's compliance with federal and state laws relating to the compensation package of the CEO, with particular attention to 401(k) plans, loans to the CEO, and compliance with other benefit regulations.
5. The Committee shall document all compensation decisions and make regular reports to the Board of Directors.