

METAvivor Executive Compensation Policy

METAvivor Research and Support, Inc. Provide for a three member compensation committee from active members of the Board of Directors that will be appointed by the President of the organization. The committee will have general oversight of the organization's executive compensation human resource plan. Specific duties include annual evaluation of the executive director's performance, development of a fair executive compensation, benefits and perquisites, plan and development of key objectives with the executive director.

The Executive director will review any other employee or contracted employee. The committee will work with the executive director annually to establish a fair set of objectives for the position based on the organization's strategic plan. The objectives will be specific and measurable and review will be based on the measurable outcomes.

The committee will document strengths, weaknesses and objectives met during the annual review with the executive director. The review will be specific to the goals and objectives set. The discussions will be documented along with the compensation package for the coming year.

A competitive salary survey will be used to benchmark the compensation for the executive's compensation utilizing non-profit executive compensation specific reports and/or other studies specific to similar positions with similar responsibilities. The committee will meet in an independent session to discuss and fairly rate the chief executive's performance relative to the description of the position, responsibilities of the position and key performance indicators. The committee will make a recommendation to the Board of Directors for final approval.

Once a consensus is reached regarding compensation and/or performance, a compensation percentage, bonus or salary range will be established and a member of the committee will review the specific details with the executive director.