

Adaptive Sports Foundation

COMPENSATION POLICY

Objective

The objective of this Compensation Policy is to provide reasonable and competitive compensation consistent with market-based compensation practices for individuals possessing the experience and skills needed to maintain and improve the overall performance of the organization.

The organization's compensation program is designed to:

- " Attract and retain highly qualified staff.
- " Provide a competitive total compensation package, including benefits.
- " Reinforce the goals of the organization by supporting teamwork and collaboration among and between staff.
- " Ensure that pay is perceived as fair and equitable.
- " Provide flexibility in rewarding individual accomplishments as well as organizational success.
- " Ensure that the program is easy to explain, understand, and administer.
- " Balance the need to be competitive for employees within the limits of available financial resources.
- " Ensure that the program complies with state and federal laws and regulations.

Determination of Compensation

The Adaptive Sports Foundation (ASF) relies on published not-for-profit and association compensation publications and surveys to establish compensation and benefits (i.e. Guidestar, the American Society of Association Executives Compensation and Benefits Study, and comparison's of similar programs). Compensation studies reporting compensation in the private and public sectors within the ASF's geographic operational areas may be used to supplement these materials. The ASF seeks to provide total compensation, including benefits, at or near the median of the market. These compensation programs are designed to be flexible so that compensation is based on experience, performance, and business need to attract and retain specific talent.

Governance and Procedures

The ASF Executive Committee will be the Compensation Committee and will administer ASF compensation programs provided that persons with conflicts of interest with respect to the compensation arrangement at issue shall not be involved. The Compensation Committee shall meet as needed to review the compensation program and make recommendations for any changes to the board of trustees, as appropriate.

For positions other than the Executive Director, the Board of Trustees shall review total compensation for all employees—presented by the Executive Director—as part of the annual budget process. Such total compensation is reviewed by the board of trustees in the spring of each year during the budget process and is intended to ensure that the overall compensation program for employees falls within a reasonable range of competitive practices for comparable positions among similarly situated organizations.

Key Executive Compensation

The Compensation Committee may commission a review by an independent consulting firm to evaluate the organization's key executive compensation program against the competitive market.

The Compensation Committee is responsible for establishing and maintaining a competitive compensation program for the key executive(s) of the organization. The Compensation Committee reviews and approved salary and other incentives for the Executive Director, and shall have final approval.