

Compensation policy for Executive Director, top management official and other officers or key employees

Rose Foundation compensation policy for the Executive Director or any other officer requires that a comprehensive survey of salary comps is prepared for, and reviewed by, the Personnel Committee. All compensation issues related to the Executive Director or other officers receive an interested director level of scrutiny and must be approved by disinterested persons on the board. Compensation for other top management or key employees is determined by the Executive Director, and policy requires consideration of a comprehensive survey of applicable salary comps. Detailed compensation records are maintained on all employees and directors, and these records are kept for several years as described in the document retention policy.