



Executive Compensation Policy

I. Purpose

This policy is included to address the revised 990 form, as well as to fulfill requirements with Charity Navigator, which requires that this policy be on file.

II. Notes

At this time, Help The Helpless operates only with unpaid volunteers. It is an important aspect of the organization not to spend contributions on employee salaries. This policy is included to address the revised 990 form, as well as to fulfill requirements with Charity Navigator, which requires that this policy be on file, even if management are unpaid volunteers. The following policy would only apply if Help The Helpless decides to hire key employees or management in the future.

III. Persons whose compensation is subject to this policy

The Executive Director, officer or key employees' compensation shall be reviewed under this policy.

IV. Process

The Board of Directors will be responsible for determining executive compensation.

Only those members of the Board of Directors who are free of conflicts of interest may be involved in evaluation and voting on the executive compensation.

The Board of Directors should, to the extent reasonably available, rely upon appropriate data as to comparability prior to making its decision, and shall contemporaneously place such data and other reasons for its decision in the minutes. If the Board of Directors does not have data as to comparability, it shall document any other bases for believing the proposed compensation is reasonable.

The Board of Directors shall make this determination at least once annually.