

Help The Helpless

Executive Compensation Policy

This policy has been drafted to comply with the revised Form 990, Part VI, Section B, question 15.

I. Purpose:

A. To assure that possible future decisions regarding executive compensation are made through a process free of potential conflicts of interest.

II. Notes

At this time, Help The Helpless operates only with unpaid volunteers. It is the intention of the organization not to spend incoming contributions on employees' 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.

II. Persons whose compensation is subject to this policy:

A. The Chief Executive Officer, other Officers or Key Employees' compensation shall be reviewed under this policy.

III. Board of Directors

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

C. 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.

1. 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.

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