

## **Process for Determining CEO Compensation**

In keeping with Article 5.1 of the By-laws, the Jewish United Fund of Metropolitan Chicago has a Compensation Review Committee, composed of the Chairman of the Board, the Immediate Past Chairman of the Board, the Chairman of the Audit Committee, the Chairman of the Overall Planning & Allocations Committee, and the institution's outside legal counsel.

The Compensation Review Committee reviews and approves the total compensation of the CEO, in accordance with regulations/guidelines established by the IRS and industry best practices. The Committee reviews data regarding salaries of other CEOs at organizations of similar size, including both non-profit and for-profit companies, and participates in an annual compensation study conducted by the Hay Group on behalf of the 20 Large City Jewish Federations within the Federation system nationwide. The Compensation Review Committee also establishes goals and objectives for the CEO, and evaluates the performance of the CEO based on the prior year's goals and objectives.