

Nonviolent Peaceforce, Inc. Executive Compensation Policy

The Chief Executive Officer(CEO) of Nonviolent Peaceforce, Inc. (NP) is the principal representative of NP and the person responsible for the efficient operation of the organization. Therefore, it is the desire of the organization to provide a fair yet reasonable and not excessive compensation for the CEO.

Evaluation Process

The annual process for determining compensation is as follows.

#	Action	Description	Responsible
1	Evaluate CEO	After asking for his/her input on matters of performance and compensation, the Executive Committee will annually evaluate the CEO on his/her performance	Executive Committee
2	Develop compensation recommendation	<p>The recommendation will be based on an analysis of compensation levels and benefits for similarly qualified individuals in comparable positions at similar organizations. This data may include:</p> <ul style="list-style-type: none"> • salary and benefit compensation studies or calculators by independent sources such as Charity Navigator or PayScale Human Capital, • documented telephone calls about similar positions at international nonprofit organizations, and • information obtained from the IRS Form 990 filings of similar organizations. <p>The recommendation will also take into consideration inflation rates over the last three in both the United States and Europe and the CEO's compensation history with the organization.</p>	Executive Committee
3	Approve compensation recommendation	After reviewing the annual performance of the CEO and the recommendation of the Executive Committee, salary action and benefits changes for the CEO for the next year will be determined.	Board of Directors

Documentation Standards

The Board will document all salary and benefits changes in minutes of the meeting during which the compensation was approved. Documentation will include:

- a description of the compensation and benefits changes approved,
- a description of the comparability data relied upon and how the data was obtained,
- date the action approved,
- effective date for the salary and benefits changes to commence,

- members of the board who were present during the discussion,
- results of the vote including a list of which board members were in full agreement, which supported, etc. and any other actions taken (such as abstaining from discussion and vote for any reason).

Independence Standards

In order to ensure fair compensation policy the following standards of independence will apply.

- The Chair of the board of directors, who is a volunteer and not compensated by NP, will operate independently without undue influence from the Chief Executive Officer.
- No voting member of the Executive Committee will be a staff member, the relative of a staff member, or have any relationship with staff that could present a conflict of interest.
- The CEO will not be present for compensation discussions during the Executive Committee meetings or the Board of Director meetings.