

SOCIETY FOR THE PREVENTION OF CRUELTY TO ANIMALS (SPCA) OF CENTRAL FLORIDA, INC.

POLICY STATEMENT

EXECUTIVE COMPENSATION

Philosophy and Objectives

The SPCA of Central Florida's primary objective for executive compensation is to provide a reasonable and competitive executive total compensation package consistent with market-based compensation practices for individuals possessing the experience, education and skills needed to improve the overall performance of the organization.

The Society's executive compensation program is designed to

- Encourage the attraction and retention of a high-caliber agency chief executive.
- Provide a competitive total compensation package, including benefits.
- Strongly support a "pay for performance" culture through the use of incentives.
- Ensure that pay is perceived to be fair and equitable.
- Be flexible to reward individual accomplishments as well as organizational success.
- Balance the need to be competitive with the limits of available financial resources.

Program Market Position

While the Society focuses on comparable non-profit organizations in Florida to benchmark pay, it is also understood that the market for executive talent may be broader than this group. Market information from additional market segments and published not-for-profit compensation surveys may be used as a supplement.

Together with data from the comparable local organizations, data from these market segments are used to form a "market composite" to assess the competitiveness of compensation. All compensation programs, including that of the President, are designed to be flexible so that compensation can be above or below the median based on experience, performance, and business need to attract and retain specific talent.

Governance and Procedures

The Board of Directors of the SPCA of Central Florida has the authority to hire, employ, and compensate, as needed, the chief executive officer in order for this person to lead and maintain a well-coordinated non-profit corporation.

The Society's executive compensation program is administered by the Executive Committee of the Board. The Executive Committee presents its findings and recommendations, in an executive session without the chief executive present, to the full Board for review and approval. The Board Chair (a member of the Executive Committee) then meets with the chief executive to discuss and document strengths, weaknesses, and goals for the upcoming year. Compensation for the upcoming year is also discussed and documented.

The Board authorizes the President to establish a job evaluation system, pay ranges and compensation policies for the Society staff.

Approved by the Board of Directors: April 28, 2009