



**Illinois State
Bowling Proprietors Association, Inc.**



POLICY ON THE PROCESS FOR DETERMINING COMPENSATION

This Policy on the process for Determining Compensation of Illinois State Bowling Proprietors Association applies to the compensation of the following person employed by the Association:

The Organization's Executive Director

The process includes all of these elements: (a) review and approval by the Board of Directors or Executive Committee of the ISBPA; (b) use of data as to comparable compensation; and (c) contemporaneous documentation and recordkeeping.

1. Review and approval.

The compensation of the Executive Director is reviewed and approved by the Board of Directors or Executive Committee of the ISBPA, provided that persons with conflicts of interest with respect to the compensation arrangements at issue are not involved in this review and approval.

2. Use of data as to comparable compensation.

The compensation of the Executive Director is reviewed and approved using data as to comparable compensation for similarly qualified persons in functionally comparable positions as similarly situated organizations.

3. Contemporaneous documentation and recordkeeping.

There is contemporaneous documentation and recordkeeping with respect to the deliberations and decisions regarding the compensation arrangement.