

**Jewish Funders Network
Executive Compensation Policy
Adopted by the JFN Board of Directors, December 8, 2008**

Program Philosophy and Objectives

The Jewish Funders Network's (JFN's) primary objective is to provide a reasonable and competitive executive total compensation opportunity consistent with market-based compensation practices for individuals possessing the experience and skills needed to improve the overall performance of the organization. JFN's executive compensation program is designed to:

- Encourage the attraction and retention of high-caliber executives.
- Provide a competitive total compensation package, including benefits.
- Reinforce the goals of the organization by supporting teamwork and collaboration.
- Ensure that pay is perceived to be fair and equitable.
- Be flexible to reward individual accomplishments as well as organizational success.
- Ensure that the program is easy to explain, understand, and administer.
- Balance the need to be competitive with the limits of available financial resources.
- Ensure that the program complies with state and federal legislation.

Program Market Position

While JFN focuses on comparable national Jewish non-profit organizations to benchmark pay, we also understand that the market for executive talent may be broader than this group. Market information from two additional market segments, private foundations and published non-profit compensation surveys, may be used as a supplement.

In addition, JFN may also collect other published survey data, when appropriate, for for-profit organizations for specific competencies.

Together with data from the comparable national Jewish organizations, data from these market segments are used to form a "market composite" to assess the competitiveness of compensation.

In general, JFN positions total compensation, including benefits, at the median of the market. Programs 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

JFN's executive compensation program is administered by the Personnel Committee of the board. The Personnel Committee shall be comprised entirely of individuals who do not have a conflict of interest and are entirely independent of the officers and staff of JFN. The Personnel Committee is responsible for establishing and maintaining a

competitive compensation program for the key executives of the organization. The committee meets as needed to review the compensation program and make recommendations for any changes to the board, as appropriate. The Personnel Committee shall document the basis for its determinations concurrently with making its decisions as to recommendations to the board.

The Personnel Committee will generally rely on its own survey of compensation comparability data. However, the Committee may from time to time choose to commission an external review by an independent consulting firm to evaluate JFN's executive compensation program against the competitive market to assure that the JFN compensation program falls within a reasonable range of competitive practices for comparable positions among similarly situated organizations.

Compensation is reviewed annually in conjunction with annual performance reviews. Each year, benchmarks are set and objectives are established for the coming year.

The Personnel Committee reports to the board in executive session to outline annual performance review and compensation decisions.