

Pujols Family Foundation
("Organization")
Compensation Policy

The Organization's primary objective is to provide a reasonable and competitive 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. The compensation program is designed to encourage the attraction and retention of high-caliber executives; provide a competitive total compensation package, including benefits; support a "pay for performance" culture through the use of incentives for key employees, reinforce the goals/mission 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 compensation program is easy to explain, understand and administer; balance the need to be competitive with the limits of available financial resources; and ensure the compensation program complies with state and federal legislation.

The Board will establish a compensation committee that is responsible for establishing and maintaining a competitive compensation program for executives and key employees of the Organization. The committee reports directly to the Board. The Committee is responsible for making recommendations regarding the annual increases and compensation practices.

A salary comparison and/or survey is used to benchmark compensation for the position(s). While the Organization focuses on comparable nonprofit organizations to benchmark the compensation package, the market for high caliber executives may be broader than this group. The Committee will determine the relevant market data for the principal positions by obtaining reliable and comparable data from published surveys of both tax-exempt and for-profit organizations focusing on data from comparably organized institutions with similarly sized budgets. Market information from published not-for-profit compensation surveys such as GuideStar, industry specific reports and other studies, private foundations, market segments and other published survey data may be used as guidance. This data will be used to form a "market composite" to assess the competitiveness of compensation. Normally, the Organization's positions total compensation, including benefits, at the median of the market. Compensation can be above or below the median based on experience, performance, additional responsibilities, and need to attract and retain specific talent.

Following the review of the salary compensation and/or survey, the committee will recommend for the chief executive and key employees, compensation packages including base salary and benefits and objectives and goals for the upcoming year.