

The Board approves annual organizational performance objectives which create the mechanism to evaluate the performance of the Executive Director. At the end of the fiscal year, the Chairman seeks peer input by discussing performance with each member of senior staff at its fall meeting the board goes into executive session for the Chairman to report on peer input and seek Board input on ED performance. Following the Board's executive session the Executive Committee, which serves as the Compensation Committee, meets to review staff and Board input, performance against organization performance objectives and determines a bonus based on this information.