

## EXECUTIVE COMPENSATION

Pursuant to Article 4.09 of the Ret.Pray.Love.Foundation Bylaws, "Directors shall receive no compensation for carrying out their duties as directors." At present RPLF is a wholly volunteer organization.

It is anticipated that the business of RPLF will eventually benefit from the selection of an Executive Director to oversee the administration, management, and future personnel of the Foundation. At that time, the process for determining executive compensation will include (1) review by an appropriate body (e.g., personnel committee, excluding those with a conflict of interest); (2) use of "comparability data," such as market research, including similar positions; and (3) documentation of the Board's consideration and approval (e.g., in Meeting Minutes).

*Approved by the Board of Directors on March 23, 2018.*