

***Front Range Equine Rescue  
CEO and Officer(s) Compensation Policy:***

The officers of the corporation shall be elected annually by the Board of Directors at a regular meeting of the Board. New officers may also be created and filled at any meeting of the Board of Directors. Each officer shall hold office until his/her successor shall have been duly elected and qualified.

The CEO and any other compensated officer will have a salary determination based on a review of salaries of such offices from comparable organizations across the U.S. and within Colorado. This policy has been discussed and reviewed with the organization's accountant(s) as well as attorney in order to ensure fair and just compensation practices.

The Board of Directors will review appropriate salary data on an annual basis, as well as review officer performance. The Board of Directors will decide and vote upon compensation for the organization's CEO and any other officer at such time. If a compensated officer is also a Board member, that person(s) will be excluded from a vote.

No member of the Board of Directors is compensated for serving on the Board.