

## Compensation Policy

The new Form 990 subjects the compensation of officers and key employees to considerable scrutiny. For the first time, all tax-exempt entities—not simply 501(c)(3) organizations—are required to publicly disclose the salaries of their five highest paid employees. Organizations must also account for a more complete picture of executive compensation, describing any retirement plan contributions, deferred compensation, or health and welfare benefits that may complement reportable wages.

Line 15a of Part VI requires your organization to detail the process by which it approves compensation for your Chief Executive Officer, Executive Director, and top management officials. Line 15b asks you to describe the process used to approve compensation for any other officers or key employees.

It is the compensation policy of the Southern Nevada ICC that:

- The board of directors, must approve the compensation arrangement;
- The board of directors must have obtained and relied upon appropriate comparability or benchmarking data—such as industry surveys or compensation studies—prior to making its decision; and
- The board of directors must adequately document the basis for its decision at the time the decision is made.