

# Compensation Committee

## Membership At-A-Glance



### Benefits:

- Develop personal, professional and leadership skills
- Network with ABC staff, members and volunteers
- Guide the National Association in delivering high-quality services to ABC members and chapters

### Eligibility Requirements:

Executive Committee members with no conflict of interest in respect to the compensation under review in accordance with applicable IRS regulations are eligible to serve on the Compensation Committee.

**Scope:** The Committee annually reviews the compensation of the ABC National President and CEO and any key employees as defined by applicable IRS regulations. The Committee reviews data as to comparable compensation for similarly qualified persons in functionally comparable positions at similarly situated organizations. The Committee is also tasked with carrying out contemporaneous documentation and recordkeeping with respect to the deliberations and decisions regarding the compensation arrangement.

- Values:**
- Innovation and creativity
  - Action-oriented
  - Accountability
  - Collaboration and inclusivity

- Duties**
- Regularly attend meetings and show commitment
  - Represent the interests of ABC National
  - Participate in decision-making
  - Respect and support the majority decisions of the Committee
  - Approach all Committee issues with an open mind, prepared to make the best decisions for everyone involved

- Preferred Background**
- Previous attendance at ABC meetings and events
  - Familiarity with IRS regulations

- Time Commitment:**
- One-year term
  - Virtual and in-person Committee meetings
  - Time to perform Committee assignments