



Governance Process	ENDs
Board – CEO Delegation	Executive Limitations

JACKSON COLLEGE BOARD OF TRUSTEES POLICY

Policy Type: BOARD-CEO DELEGATION

Policy Title: CEO Compensation

Policy Number: BCD-06

Date Adopted: 05.11.20

Version: 2.0

Date Last Reviewed: 02.12.24

Responsible Party: Chief Governance Officer

Reviewing Committee: Chairperson Crist,
Trustee Thomas &
Trustee Heins

GLOBAL BOARD-CEO DELEGATION STATEMENT:

The CEO's compensation will be decided by the Board, acting as a body politic and based on organizational performance and executive market conditions.

1. Organizational performance will be only that performance revealed by the monitoring system to be directly related to criteria given by the Board in policy.
2. Compensation will cover the entire range of salary, benefits, and all other forms of compensation.
3. Compensation is to be competitive with similar performance within the marketplace while placing a substantial portion of the CEO's compensation at risk by tying it to ENDS achievement and compliance with Executive Limitations policies. The executive marketplace to be considered is organizations of comparable size, challenges and complexities and is referential to League for Innovation institution CEOs.
 - 3.1. If the CEO substantially achieves ENDS and complies with Executive Limitations his/her annual base salary may be set at market value. Market Value will be determined utilizing research from an outside third party.
 - 3.2. The Board may award a bonus to the CEO based on a set of ENDS-related criteria agreed upon with the CEO.
4. A committee process may be used to gather information and to provide options and their implications to the full Board for its decision.

Date Of Change	Version	Description of Change	Responsible Party
05.11.20	1.0	First release following Policy Governance consulting work.	Chief of Staff
02.13.23	1.0	Regular Review – Approved	CEO
2.12.24	2.0	Regular Review – Reference to League for Innovation added	CGO