

Process for Determining CEO (Executive Director) Compensation: Compensation of the Executive Director of the South Florida Wildlife Center is determined by the Board of Directors after review of information provided by the Human Resource Administrator. The Human Resource Administrator reviews the total compensation of the Director in accordance with regulations/guidelines established by the IRS and industry best practices. Data regarding salaries of other Directors (CEOs) at organizations of similar size is also reviewed. The Board of Directors also establishes goals and objectives for the Director and evaluates the performance of the Director based on the prior year's goals and objectives