

Compensation Policy

The individuals that approve compensation arrangements for officers, directors, highest compensated employees, and highest compensated independent contractors of the Caring for Carcinoid Foundation will:

1. Follow a conflict of interest policy
2. Approve compensation arrangements in advance of paying compensation
3. Document in writing the date and terms of approved compensation arrangements
4. Record in writing the decision made by each individual who decided or voted on compensation arrangements
5. Approve compensation arrangements based on information about compensation paid by similarly situated taxable or tax-exempt organizations for similar services, current compensation surveys compiled by independent firms, or actual written offers from similarly situated organizations
6. Record in writing both the information on which they relied to base their decision and its source