

American Association of Veterinary Laboratory Diagnosticians

CEO/Key Employee Compensation Review

The compensation of the Executive Director and any Key Employees as defined by applicable IRS regulations shall be annually reviewed by the Executive Board and/or the Executive Committee, or a Compensation Committee appointed by the Executive Board, consisting of Executive Board members who have no conflict of interest with respect to the compensation under review in accordance with applicable IRS regulations. In conducting such review, the Board and / or Committee shall:

- Review data as to comparable compensation for similarly qualified persons in functionally comparable positions at similarly situated organizations.
- Make contemporaneous documentation and recordkeeping with respect to the deliberations and decisions regarding the compensation arrangement.

Enacted by the Executive Board of AAVLD on December 5, 2012.