

## **Executive Compensation**

Salvare, Inc. d/b/a Dawn Center of Hernando County is a nonprofit organization that uses the Internal Revenue Service's three-step safe-harbor procedure for establishing a rebuttable presumption that our executives' compensation is reasonable. Following is the process used to determine the compensation of officers, directors, trustees, and key employees (together, "covered persons"):

- (1) The body that reviews and approves executive compensation arrangements is comprised of the Executive Committee of the Board of Directors. These members have been voted onto that committee by the membership of the full Board of Directors and can serve a maximum of two consecutive one year terms in a given Officer role.
- (2) As a matter of policy and practice the officers, directors, and trustees of Salvare, Inc. are volunteers and as such do not receive compensations for their service. In an effort to avoid conflicts of interest, all members of the Board of Directors (including the Executive Committee) sign conflict of interest statements annually. No members of the Executive Committee have disclosed any conflicts.
- (3) When determining appropriate executive compensation, the Executive Committee of the Board of Directors obtains executive compensation data for Executive Directors of other Florida-based non-profit certified domestic violence and rape crisis centers. To ensure the data is comparable, the Executive Committee only considers compensation information for such organizations of similar budget size and similar staff size. This data is obtained in advance and relied upon by the body that reviews and approves compensation arrangements for covered persons.
- (4) When the compensation decision is made, the deliberation and basis for such decision is recorded in the meeting minutes of Executive Committee. These minutes are maintained electronically as well as in print format.

Pursuant to F.S. 216.1366, information about Executive Compensation is made available to the Florida Department of Children and Families annually by May 1 of each year. Additionally, the agency maintains a copy of our IRS Form 990 on our publicly available website, which includes compensation information for Directors and Officers. Below are the amounts covered by state and federal grant resources in the last reporting period.

|                           | <b>State</b> | <b>Federal</b> |
|---------------------------|--------------|----------------|
| <b>Board Members</b>      | \$0          | \$0            |
| <b>Executive Director</b> | \$54,697.81  | \$19,437.30    |
| <b>Finance Director</b>   | \$9,711.07   | \$9,127.20     |