



CEO Compensation Process

The Los Angeles County Animal Care Foundation does not compensate the CEO/President or any other Board officer or member for their service as directors. All positions as Board officers and members are as unpaid volunteers.

The CEO/President and any other Board officer or member are entitled to reimbursement for pre-approved expenses only if:

- They are legitimate business expenses;
- The person requesting reimbursement adequately accounts for these expenses within a reasonable period of time; and
- The person requesting reimbursement returns any amounts in excess of the allowable expenses incurred within a reasonable period of time.

The Foundation's Conflict of Interest and Ethics Policy Article V and Article IX state:

ARTICLE V. COMPENSATION

Section 1. A voting member of the Board who receives any compensation, directly or indirectly, from the Foundation in any form is precluded from voting on matters pertaining to that member's compensation.

Section 2. A voting member of any committee whose jurisdiction includes compensation matters and who receives any compensation, directly or indirectly, from the Foundation in any form is precluded from voting on matters pertaining to that member's compensation.

Section 3. No voting member of the Board or any Committee whose jurisdiction includes compensation matters and who receives any compensation, directly or indirectly from the Foundation, either individually or collectively, in any form is prohibited from providing information to any Committee regarding compensation.

ARTICLE IX. DIRECTORS ARE INDEPENDENT VOTING MEMBERS OF THE BOARD

Foundation directors receive no compensation as an officer or other employee of the organization. Total compensation or other payments from the Foundation and any related organization as an independent contractor for services other than for serving for directors, for which they are not compensated, must not exceed \$10,000. Reimbursement of reasonable expenses under an accountable plan are permissible. Neither a board member, nor any family member of a board member, may be involved in a transaction with the Foundation that is required to be reported in IRS Form 990, Schedule L, Transactions with Interested Parties. Neither a board member, nor any family members of the board member, may be involved in a transaction, either directly or indirectly, with a taxable or tax-exempt related organization of a type and amount that is required to be reported in IRS Form 990, Schedule L, Transactions with Interested Parties.