

## **Food Bank of Delaware's Process for determining CEO Compensation**

The Food Bank of Delaware's CEO compensation is based upon multiple factors. Salary rates are determined using data from the Bureau of Labor Statistics, similar nonprofits in the area and the Feeding America Network Activity report (a report using data submitted by food banks nationally) to determine external competitiveness. Input is also sought from key employees within the organization and from key supporters outside the organization.

The CEO is evaluated annually. The compensation is based on the performance in achieving the goals and objectives that are set out at the start of the fiscal year. CEO submits detailed results on the goals and objectives to the executive committee of the board of Directors. The executive committee determines the compensation after reviewing the steps outlined.