**Gentle Giants**

**CEO Compensation Policy**

Gentle Giants bases the compensation of the CEO from 3 available metrics.

1. GGDHR utilizes the annual Non-Profit Times ‘Nonprofit Organizations Salary and Benefits Report’ to research and examine the salaries of Executive Directors/CEO’s in the following parameters:
* Nationally, but within the annual revenue bracket of GGDHR
* In the Mid-Atlantic Region
* Working within the Animal Welfare community

We then average the median salary of each of those parameters to determine a salary base.

1. Gentle Giants also considers current local market for salary demands of regional for-profit industries of the same relative size and annual budget.
2. Gentle Giants utilizes the GuideStar Nonprofit Compensation Report to research and examine the median salary of an Executive Director/CEO of an organization within the annual revenue bracket of GGDHR.

Gentle Giants then averages those three numbers to create a base salary expectation. The salary of our CEO is available on our annual 990, which is can be viewed on our web site here:

<https://www.gentlegiantsdrafthorserescue.org/financial-statements>

Or, a digital copy can be requested by email at info@gentlegiantsdrafthorserescue.org or by postal mail at Gentle Giants, 17250 Old Frederick Road, Mount Airy, Maryland 21771.