

**Humanitarian Service Project  
465 Randy Road  
Carol Stream, IL 60188**

**Executive Director Compensation Policy**

The Executive Director of the Humanitarian Service Project will receive compensation commensurate with their experience and in relation to other like positions in the community, but will not receive compensation in excess of 3 ½ times the current minimum federal wage law. In addition, the Executive Director shall receive all other benefits currently provided to all staff, including vacation, health insurance, pension, etc.

The current amount is shown in the calculation below:

Federal Minimum Wage \$	8.25
Full Time Annual Hours	<u>2,080</u>
Annual Minimum \$	17,160.00
Multiplier	<u>3.50</u>
Maximum CEO Compensation \$	<u><u>60,060.00</u></u>