

Executive Compensation

The Board of Directors of the Technology Learning Center approach executive compensation no differently than the boards of for profit organizations. Executives are not volunteers and are selected based on their ability to successfully run large complex organizations. Some executives may also serve on the governing board as directors. In this capacity, they are not compensated financially.

The IRS has expressed concerns recently over what might be considered excessive CEO compensation. TLC's standard for compensation is far below what the IRS has in certain instances deemed excessive or unreasonable.

Many donors assume that charity leaders work for free or minimal pay and are shocked to see that they earn six figure salaries. But, what these well-meaning donors fail to consider is that these CEOs are running multi-million dollar operations that endeavor to change the world.

Leading one of these charities requires an individual that possesses an understanding of the issues that are unique to the charity's mission, as well as, a high level of fundraising and management expertise. The TLC board understands that attracting and retaining that type of talent requires a competitive level of compensation as dictated by the marketplace.

The board considers many factors that includes past contributions without salary to determine pay and benefit packages. It also compares the salaries of other CEOs of other charities of similar size and scope. For instance, the salary of a school superintendent for a large school district is in excess of \$200,000. This provides a basis for executive compensation.

The board practices due diligence in assessing the performance of its executive staff and ultimately judges that performance by the number of young people who successfully complete the program. Although bonuses can be a part of executive compensation, salaries and benefit packages that exceed industry median averages are not acceptable.