

Parent Project Muscular Dystrophy CEO Compensation Review Process

The President and CEO is the principal representative of the Parent Project for Muscular Dystrophy Research ("PPMD"), and the person responsible for the efficient operation of the organization. The annual process for determining his/her compensation is as follows: PPMD shall [either the full board or a compensation committee/executive committee] annually evaluate the President and CEO on his/her performance, and ask for his/her input on matters of performance and compensation.

Board Approval. The board committee will obtain research and information to make a recommendation to the full board for the compensation (salary and benefits) of the President and CEO based on a review of comparability data. This data may include the following:

- Salary and benefit compensation studies by independent sources;
- Written job offers for positions at similar organizations;
- Documented telephone calls about similar positions at both nonprofit and for-profit organizations; and
- Information obtained from the IRS Form 990 filings of similar organizations.