

Policy on the Process for Determining Compensation

This Policy on the Process for Determining Compensation of Florida's Blood Centers (FBC) applies to the compensation of the following persons employed by FBC:

Chief Executive Officer	Medical Director
Chief Financial Officer	Chief Medical Affairs Officer
Chief Information Officer	Vice President Blood Systems
Vice President-Marketing, Communications and Donor Recruitment	

The process includes all of these elements: (1) review and approval by the Board of Directors or Executive Committee of the Organization; (2) use of data as to comparable compensation; and (3) contemporaneous documentation and recordkeeping.

- 1. Review and approval.** The compensation of the person is reviewed and approved by the Compensation and Labor Committee of the Board of Directors, provided that persons with conflicts of interest with respect to the compensation arrangement at issue are not involved in this review and approval.
- 2. Use of Data as to Comparable Compensation.** Comparable compensation data for similarly qualified persons in functionally comparable positions at similarly situated organizations is reviewed.
- 3. Concurrent Documentation and Recordkeeping.** There is concurrent documentation and recordkeeping with respect to the deliberations and decisions regarding the compensation arrangement.

Chief Executive Officer (CEO), executive director, or top management official (i.e., a person who has ultimate responsibility for implementing the decisions of the FBC's governing body or for supervising the management, administration, or operations of FBC).

Key Employee - An employee of FBC who meets all three of the following tests: (a) \$150,000 Test: receives reportable compensation from FBC and all related organizations in excess of \$150,000 for the year; (b) Responsibility Test: the employee: (i) has responsibility, powers, or influence over FBC as a whole that is similar to those of officers, directors, or trustees; (ii) manages a discrete segment or activity of FBC that represents 10% or more of the activities, assets, income or expenses of FBC, as compared to FBC as a whole; or (iii) has or shares authority to control or determine 10% or more of FBC's capital expenditures, operating budget, or compensation for employees; and (c) Top 20 Test: is one of the 20 employees (that satisfy the \$150,000 Test and Responsibility Test) with the highest reportable compensation from FBC and related organizations for the year.