

Policy on the Process for Determining Compensation

This Policy on the Process for Determining Compensation of AISGW applies to the compensation of the following persons employed by the Association:

1. The Association's chief employed executive
2. The Association's chief operating officer (if applicable)

The process includes all of these elements: (1) review and approval by the Board of Trustees or compensation committee of the Association; (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 Board of Trustees or compensation committee of the Association, 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.** The compensation of the person is reviewed and approved using data as to comparable compensation for similarly qualified persons in functionally comparable positions at similarly situated Associations.

3. **Contemporaneous documentation and recordkeeping.** There is contemporaneous documentation and recordkeeping with respect to the deliberations and decisions regarding the compensation arrangement.

Adopted by the AISGW Board of Trustees, November 4, 2008