

Compensation Determination Policy Guitars Not Guns

The mission of Guitars Not Guns cannot be fulfilled without attracting, retaining and motivating a very high-quality workforce. This policy provides for the determination of compensation for the corporations Executive Director, Chief Financial Officer, Director of Development and Chapter Presidents.

Process for Determining Compensation

The process for determining compensation arrangements for those individuals specified above will conform to the optional procedure creating a “rebuttable presumption” set forth in Treasury Regulation Section 53.4958-6. Accordingly, for all individuals whose compensation is covered by this policy, the following three conditions will be met:

Approval by Disinterested Group – The compensation shall be approved in advance by the governing body of the corporation or a duly authorized group; provided, however, that the decision-making body shall not include any individuals with a conflict of interest with respect to the decision.

Reliance on Comparable Data – The decision-making group shall obtain and utilize market compensation data regarding comparable positions.

Contemporaneous Documentation – The decision-making body shall adequately document the basis for its determination and its compliance with the first two conditions presented immediately above and Treasury Regulation 53-4958-6; such documentation shall occur by the latter of (a) the date that is sixty (60) days after the decision or (b) the date of the next meeting of the decision-making body.

Compliance with the Spirit and Purpose of this Policy

To the extent that the precise terms of this policy cannot be implemented, all decisions shall be made in a manner that comports, to the extent reasonably possible, with the spirit and purpose of this policy.