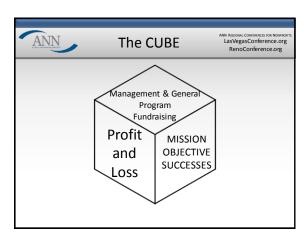
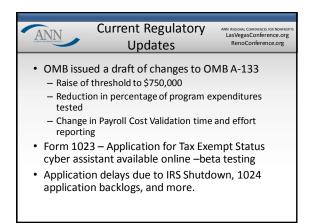




Variable LasVegasConference Compensation Ann Report Conference From LasVegasConference.	
DO's	Don'ts
1. Have a budget	1. Forget to include variable into budgets
Determine mix between fixed and variable	2. Research competitive pay scenarios
3. Draftthe plan	3. Forget to involve the Board in design of variable compensation policies and approval of all compensation policies
4. Ensure plan ensues long-term financial success	Tie variable compensation to immediate fundraising goals
5. Model scenarios and organization impacts for scenarios	5. Be afraid of variable compensation arrangement if discretionary and are incentive based.
6. Monitor and correct the plan	6. Forget to return, report, and record
7. Disclose the plan to the IRS as part of the annual 990.	7. Forget to disclose variable executive compensation on Schedule J.





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