



## **Policy on the Process of Determining Compensation**

*Updated August 2025*

This policy of the Virginia War Memorial Foundation (VWMF) applies to the compensation of the following persons employed by the VWMF: President, contractors, and other key employees.

The compensation of the person is reviewed and approved by the Board of Directors or Executive Committee of the VWMF, provided that persons with conflicts of interest with respect to the compensation arrangement at issue are not involved in this review and approval.

The individual's compensation is reviewed and approved based on data reflecting compensation levels for individuals with equivalent qualifications serving in similar roles at other tax-exempt organizations of comparable size, type, and mission.

### **For Additional Information or Questions, Contact:**

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