



Policy on the Process of Determining Compensation

Updated August 2026

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. The Foundation documents the basis for its compensation decisions adequately and contemporaneously.

For Additional Information or Questions, Contact:

Pam R. Seay
President, Virginia War Memorial Foundation
pseay@vawarmemorial.org
804-239-6956