

## Executive Compensation

- Goodwill is committed to maintaining accountability to its donors and community members. Goodwill is a public service organization whose mission is to help provide jobs and job training. We will continue to provide pertinent information regarding our financial well-being and the effectiveness of our programs. In addition to reading our annual report to find detailed financial and program information, you can read Goodwill's [I-990 form](#) to learn how the company uses its revenue and to better understand the programs and services we provide.
- Our Goodwill® complies with all IRS standards and utilizes a rigorous process in order to ensure that we hire and retain the necessary leadership and talent to navigate through these tough economic times where the services that we provide are more relevant to the local community we serve.
- Our Board of Directors determines our CEO's salary and, in doing so, takes into account the complexities of the CEO's job based on his/her leadership, strategic goals and performance. The Board sets the executive salary and compensation package using a clear process and widely accepted best practices including a comparative analysis of similarly sized organizations to understand the highly competitive market for skilled executive leadership. This performance based assessment utilizes outside market data for comparable organizations to ensure that the CEO is compensated within market boundaries and based on performance results.
- Our Board is made up of a diverse group of community volunteers who are dedicated to Goodwill's mission. Our Board also relies on outside expertise to determine the CEO's pay for performance model.
- Nonprofit organizations need to pay competitive salaries in order to attract and keep strong talent that can run an organization well. Running a Goodwill is a complicated business – our goal is to raise revenue through innovative, sustainable, sound business ventures, so that we can set up more job training programs, employment placement services and other support services that put more people to work in our communities.
- Our business is a social services enterprise that includes stores, donations management, job training, commercial services, and a host of career and community-based services. To raise the revenue needed to help people find and keep good jobs, the organization must be able to attract and keep a top business leader.
- Our CEO is responsible and accountable for the effectiveness of the agency. The goals of our CEO revolve around aggressive mission impact goals, services and placements as well as strengthening the social enterprise business, brand, public policy initiatives and leadership development. Our Board of Directors reviews our CEO's compensation within the context of the organization's revenues, services to people, and overall impact on the community.
- Our CEO has been the beneficiary of support, education and on-the-job training to reach his/her personal level of potential and that is what Goodwill is committed to providing to the more than 2000 people with disabilities or other barriers to employment whom we employ today and receive Goodwill support and services annually.
- Our Goodwill is not in a position to comment on the compensation practices at another Goodwill organization.