THE SAMUEL ROBERTS NOBLE FOUNDATION
COMPENSATION COMMITTEE
ASSESSMENT QUESTIONNAIRE

Score: 1 = Consistently good
       2 = Okay
       3 = Needs some improvement

Note: Comments are required if 3 is circled.

I. MEMBERSHIP
Desired State: The membership of the Committee is consistent with the requirements of the attached Committee Charter. Members possess the necessary experience, education and skills and contribute effectively to the work of the Committee.
Comments:

II. MEETINGS
Desired State: Meetings are scheduled as required by the Committee Charter. Agendas include timely and significant topics and provide adequate opportunity for discussion of the issues. Information needed by the Committee for effective decision-making is provided in advance, or during the course of the meeting. Minutes of the meetings are prepared and circulated for review on a timely basis.
Comments:

III. AUTHORITY
Desired State: The Committee performs its overall purpose in accordance with the Committee’s Charter. The Committee seeks information or assistance from management or retains the services of an outside consultant, when necessary to effectively perform its functions.
Comments:
Desired State: The Committee appropriately exercises its authority to:
a. At least annually, review the overall compensation philosophy, goals and objectives of the Foundation and, if appropriate, amend or recommend that the Board amend such goals and objectives.
Comments: 

b. Review and approve Foundation goals and objectives relevant to compensation for the President and other officers and directors.
Comments: 

c. Perform an annual qualitative and quantitative evaluation of the President’s performance.
Comments: 

d. Review and recommend to the Board, or approve, the annual salary, bonus, and other benefits of the President and other officers and directors.
Comments: 

e. Review and recommend to the Board the form and amount of Board compensation.
Comments: 

f. As appropriate, commission a survey of competitive practices and trends to determine the adequacy of the Foundation’s executive compensation philosophy and programs.

Comments: ______________________________________

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g. At least annually, review and, as appropriate, recommend changes to the Foundation’s base pay, bonus pay, if any, and other benefit programs for employees below the president, officer, and director level.

Comments: ______________________________________

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IV. REPORTING RESPONSIBILITY

Desired State: Matters discussed and actions taken by the Committee are reported to the Board of Directors at the next Board meeting following the Committee meeting.

Comments: ______________________________________

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Committee Member

Date: ________________________