

COYOTE CRISIS COLLABORATIVE

COMPENSATION POLICY

The compensation policy of Coyote Crisis Collaborative (the "Corporation") is designed to: (i) support the Corporation's mission, strategy and values; (ii) ensure compliance with the provisions of the I.R.S. Code applicable to Section 501(c)(3) organizations relating to compensation; and (iii) maintain public confidence in the integrity of the Corporation due to the rigor and thoroughness of its deliberations.

Article I Director Compensation

The Corporation does not pay its directors compensation for serving in such positions. Any compensation paid to directors for services provided to the Corporation in addition to the services they provide as directors shall be separately determined subject to the Corporation's Conflict of Interest Policy.

Article II Executive and Staff Compensation

The objectives of the Corporation's executive and staff compensation policies are to attract, retain, motivate and reward executive officers and staff who contribute to the Corporation's success in fulfilling its mission. Accordingly, the Corporation will consider the following in setting compensation:

- The Corporation will compensate executives and staff for performance, skills and competencies, development and growth, and effective visible commitment to the Corporation.
- The Corporation's compensation system includes a mixture of salary and benefits. The Corporation shall not make loans to directors, executives, or staff.
- The Corporation's compensation system will include performance reviews and adjustments to salary and benefits based on changes in the marketplace (subject to the Corporation's financial constraints). Adjustments to an individual's salary will be based on job performance including growth in mastering job competencies. All adjustments to pay will be consistent with practice in the non-profit marketplace.
- The Corporation's compensation system will be linked to structured performance reviews, with identifiable individual growth and development as well as professional achievement goals. The goals will be accompanied by identification of effective benchmarks for measuring success.

- The Corporation's compensation system should be market competitive. Generally, the Corporation will base compensation as close as possible to the appropriate external marketplace.
- In setting executive and staff compensation, the Corporation may periodically retain the services of a professional compensation consultant or use other reasonable means to assess the reasonableness of the compensation that will be paid to the Corporation's executives in light of their duties, qualifications, performance and time commitment and the reasonableness of the ranges of compensation that will be paid to the staff.

CERTIFICATE OF ADOPTION

The foregoing Compensation Policy was duly adopted by the Board of Directors of Coyote Crisis Collaborative effective as of the 19 day of August, 2010.

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By: Allen Clark
ALLEN CLARK, Secretary