



EXECUTIVE COMPENSATION POLICY

The goal of the Kenneth Rainin Foundation's compensation process is to pay salaries that are competitive for comparable positions at organizations similar in activities and scope.

The performance and compensation of the President and Chief Executive Officer is reviewed bi-annually and set by the Board of Directors in executive sessions in the absence of the President and CEO. The Board of Directors also reviews and approves the compensation for the Chief Financial Officer with input from the President and CEO.

The Board of Directors reviews and compares compensation levels for the President and CEO and CFO with those reported for analogous positions at comparable organizations. The Board relies on external reports setting forth comparative information as to compensation at similarly situated philanthropic foundations.