

Compensation Policy

October 2015

This policy on the process of determining compensation of Effective Altruism Foundation (EAF) applies to the compensation of all trustees (board members) and employees including managers. This policy is not a regulation in terms of the Deed of the Foundation, Article 6.

1. Review and approval. The compensation of the person is reviewed and approved by the Board of Trustees or compensation committee of the organization, provided that persons with conflicts of interest with respect to the compensation arrangement at issue are not involved in this review and approval.
2. Use of data as to comparable compensation. The compensation of the person is reviewed and approved using data as to comparable compensation for similarly qualified persons in functionally comparable positions at similarly situated organizations.
3. Contemporaneous documentation and recordkeeping. There is contemporaneous documentation and recordkeeping with respect to the deliberations and decisions regarding the compensation arrangement.
4. Trustees (board members) can only be compensated insofar as they are hired for a specific position apart from their duties as Trustees (board members). However, they still need to fulfill their duties as Trustees (board members) unsalaried.