

## **ATTACHMENT 12**

### **METHOD OF COMPENSATION OF CHIEF EXECUTIVE OFFICER**

The compensation of the CEO will be set by the Board of Trustees in consultation with a nationally recognized compensation consultant, who will make recommendations based upon compensation paid for functionally comparable positions in comparable non-profit organizations. KSBE will provide annual reports to the IRS identifying the amount of compensation paid to the CEO in the prior year and the amount of compensation that will be paid to the CEO for the next year. Based on its review of this information, the IRS may require KSBE to submit a Ruling Request proposing an alternative methodology for setting CEO compensation.