

Groundswell Conservancy Policy

Name: **Bonuses for Employees**

Approval: Approved by Board of Directors May 26, 2010
 Amended by Executive Committee July 14, 2011

At the discretion of the Board of Directors, an employee or employees may be offered cash bonuses. A bonus can be awarded based upon meritorious performance, to compensate for salaries that are below peer standards, or to compensate employees that temporarily take on significant additional responsibilities. The amount of the bonus shall be determined by the Board of Directors, but in no case shall it exceed 15% of the employee's annual salary.

<p>Groundswell Conservancy is accredited by the Land Trust Accreditation Commission. Policies may be updated to reflect changing accreditation standards and practices, as well as changing local organizational needs.</p>

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