**TSC Alliance
Executive Compensation and Reimbursement Policies and Practices**

*As Approved by the Executive Committee on 6/30/09*

*Revised and Approved by Compensation Committee on 9/4/2024*

The TSC Alliance Board of Directors has the ultimate responsibility for compensation and remuneration issues, including policies and procedures to ensure that the Organization compensates and remunerates fairly and responsibly. The Compensation Committee has been established to assist the Board with compensation and remuneration issues and is responsible for ensuring that the Organization compensates appropriately and consistently with market practices. It also seeks to ensure that the Organization’s compensation and remuneration programs and policies will attract and retain high-caliber executives and employees and will motivate them to maximize the Organization’s long-term mission and support the Organization’s goals and values.

**President/CEO & Executive Remuneration**

The Compensation Committee reviews and approves the salaries of the President/CEO, Chief Scientific Officer, Chief Outreach Officer and the Chief Financial Officer and anyone who appears in the Form 990, in accordance with the TSC Alliance Bylaws. Such review and approval occur initially upon hiring, upon annual reviews and whenever modified.

The Organization’s executive remuneration has been structured to ensure that it:

* is reasonable,
* provides a competitive compensation program to retain, attract and reward key employees, and
* achieves clear alignment between total remuneration and delivered business and personal performance over the short and long-terms.

The compensation is reviewed by the Compensation Committee to ensure:

* Comparability,
* Proper review, and
* Substantiation in setting the compensation.

**Expense Reimbursement**

The President/CEO will be reimbursed for all reasonable out-of-pocket expenses including, expenses for training fees, professional business dues, and reimbursement for temporary relocation expenses. For travel by the CEO, reimbursement may be allowed for all Coach Class airfare, train fare, taxis, and car rentals incurred in carrying out his/her duties. Hotel rooms and reasonable meals, tips and expenses while traveling may also be reimbursed. Reimbursement to the CEO shall be reviewed and approved, upon submittal of proper documentation, by the Chairman of the Board of Directors and if needed, may also be reviewed, on a case by case basis, by the Compensation Committee.

The Chief Scientific Officer, Chief Outreach Officer, Chief of Staff and Chief Financial Officer expenses shall also be reimbursed for all reasonable out of pocket expenses as listed above, but are reviewed and approved, upon submittal of proper documentation, by the President/CEO and if needed, on a case by case basis, by the Board Chair and Compensation Committee.