

Conservation Strategy Fund
Executive Compensation Policy

I. Purpose

This policy is included to increase transparency and accountability and to fulfill requirements with Charity Navigator, which requires that this policy be on file.

II. Persons whose compensation is subject to this policy

The CEO and President's compensation shall be reviewed under this policy.

III. Process

The Board of Directors will be responsible for determining executive compensation.

Only those members of the Board of Directors who are free of conflicts of interest may be involved in evaluation and voting on the executive compensation.

The Board of Directors should, to the extent reasonably available, rely upon appropriate data as to comparability prior to making its decision, and shall contemporaneously place such data and other reasons for its decision in the minutes. If the Board of Directors does not have data as to comparability, it shall document any other basis for believing the proposed compensation is reasonable.

The Board of Directors shall make this determination whenever adjustments in salary are contemplated.