

ARCHAEOLOGY SOUTHWEST
POLICY ON THE PROCESS FOR DETERMINING COMPENSATION
(approved by the Board of Directors on 5/20/2009)

This Policy on the Process for Determining Compensation applies to the compensation of the following person employed by Archaeology Southwest:

Archaeology Southwest's President and CEO

The process includes all of these elements: (1) review and approval by the Board of Directors of Archaeology Southwest; (2) use of data as to comparable compensation; and (3) contemporaneous documentation and recordkeeping.

1. **Review and approval.** The compensation of the person is reviewed and approved by the Board of Directors of Archaeology Southwest, 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.