



**Harry Chapin Food Bank**  
OF SOUTHWEST FLORIDA

## **CEO Compensation Process**

Richard LeBer was hired as President and CEO in February 2016. Prior to his hiring, the Board of Directors commissioned a study of CEO salary. This study reviewed the annual salary survey of 200 food banks conducted by the national organization Feeding America. Food banks that were considered comparable based on size and strategic issues were reviewed in great detail. CEO salary for several local non-profit organizations was also assessed. This study, coupled with industry experience, formed the basis for setting the CEO's salary.

On an ongoing basis, the Board will review the compensation of the President and CEO annually. It will include in this evaluation data about compensation for the leaders of comparable food banks and local non-profit organizations as well as CEO performance against objectives.