

# ONEBLOOD, INC.

## POLICY ON THE PROCESS FOR DETERMINING COMPENSATION

This Policy on the Process for Determining Compensation of **ONEBLOOD, INC.**, a Florida not for profit corporation (the “Organization”) applies to the compensation of the following persons employed by the Organization:

### **Chief Executive Officer**

The process includes all of these elements: (a) review and approval by the Board of Directors (the “Board”) and/or the Compensation and Labor Committee of the Organization; (b) use of data as to comparable compensation; and (c) contemporaneous documentation and recordkeeping.

- 1. Review and Approval.** The Compensation and Labor Committee of the Board reviews and approves of the compensation of a person, provided that persons with a conflict 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 recording keeping with respect to the deliberations and decisions regarding the compensation arrangement.

The Organization will implement the above process in a manner that gives rise to a rebuttable presumption of correctness as to the compensation in question, pursuant to IRS regulations under section 4958 of the Internal Revenue Code (the “excess benefit” regulations).