



6171 W. Century Blvd, Suite 310  
Los Angeles, CA 90045  
310.640.8787  
[teamrubiconusa.org](http://teamrubiconusa.org)

## Team Rubicon Compensation Program Overview

At Team Rubicon, we value our employees and are committed to being an “Employer of Choice” and remaining true to our culture and spirit of service to others. One of our strategies for achieving & sustaining this reputation is by providing an attractive compensation program designed for our unique culture. This program honors our commitment to valuing each dollar spent as if our “mother was a donor” by balancing the need to keep costs low with the need to attract world-class talent that can help us build the best disaster response organization in the world.

## Compensation Philosophy

Team Rubicon strives to provide compensation that is competitive in the nonprofit sector for positions of comparable scope & responsibility, and is internally equitable, in line with individual & organizational performance. Our approach is based on the belief that our compensation should achieve the following:

- Attract and retain hungry, high-potential, high-performing and well-suited teammates – individuals foolish enough to think they can change the world and smart enough to have a chance.
- Strengthen the relationship between pay & performance, as we target talent that is on the rise and expect that individuals will join TR to enhance skills and gain experience. We strive for a reputation of developing incredible, hard-working talent and a compensation program that recognizes employees who are constantly learning, growing and taking on new challenges.
- Reinforce cultural qualities by offering starting compensation that is not more than you can obtain elsewhere, but that is fair across non-profit and for-profit sectors and supplemented by the impact one can have on TR’s mission.

## Executive Compensation Strategy

We contract with outside partners & sources of respected external compensation survey data to establish executive pay levels that are consistent with nonprofit standards and competitive within our “peer group” specifically. Our peers are defined as organizations similar in program service revenue, number of staff and volunteers, and geographic location with consideration for mission statement and industry. This third-party analysis produces pay bands for each executive title marked at the 25<sup>th</sup>, 50<sup>th</sup> and 75<sup>th</sup> percentiles.

We expect exceptional performance and significant experience at the executive leadership levels to foster a culture of hunger, growth and ambition throughout the rest of the

**Disasters** are our business. **Veterans** are our passion.

organization. As such, we aim to recruit our most senior level leaders at the median and grow them to the 75<sup>th</sup> percentile as earned through increased scope and impact. Our executives are expected to significantly impact the trajectory of Team Rubicon and drive major returns and sustainability to the organization. We aim to recognize and reward that type of functional growth and development. Upon change or hire, executive compensation is reviewed and approved by Team Rubicon's Board of Directors. Executive pay bands are reviewed annually and re-analyzed by both a third party and the Board of Directors bi-annually or as the talent market may dictate necessary.

### **Compensation Program Objectives**

In addition to reinforcing our Compensation Philosophy, Team Rubicon strives to achieve the following program objectives.

- Provide an appropriate pay range for each role, to allow for variances in compensation based on incumbent background, skills & proficiency as well as unique recruiting and hiring challenges that may pertain to a specific role within the organization
- Take into account the unique geographical variances of the labor markets we occupy
- Be externally competitive, internally equitable, and consistent in program administration