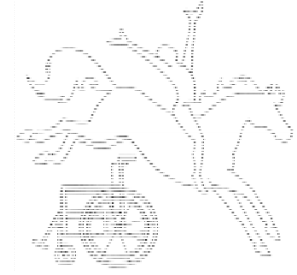


# Ride On

## Therapeutic Horsemanship



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### **Compensation and Benefits Policy**

Ride On's mission is to provide world-class service for generations. This requires that we build a talented team of committed professionals, in it for the long-haul, and part of that is having a fair and competitive compensation and benefits package. Ride On's goal is to compensate employees at the median (50<sup>th</sup> percentile) for each job classification for nonprofit organizations of our size as published in the Center for Nonprofit Management's annual Compensation and Benefits Survey.

#### **Benefits**

Ride On will also strive to provide its employees a competitive benefits package, appropriate for an organization of our size, including retirement, health insurance, vacation and sick pay. Investing in the development of our staff is central to our work. These benefits will be detailed in our Employee Manual. Ride On offers a 401k benefit for all employees of 50% match of employee's contribution up to 6% of employee's gross salary (i.e. Ride On's maximum contribution is 3% of employee's gross salary- ½ of 6%). Ride On offers paid sick and vacation health insurance to employees regularly working more than 30 hours per week. Ride On also invests in the education of its staff on an individual basis.

*Adopted by Board of Directors December 12, 2014*