

June 22, 2009

Dear Not-for-Profit Executive,

As a not-for-profit executive, you know one of the challenges facing you and the industry is compensation. Current issues affecting the industry include: the impact of the economy and the current financial markets, increasing IRS scrutiny with issues relating to exempt organization compensation and determining compensation.

The Center for Non Profit Management has conducted and prepared a comprehensive 2009 survey with approximately 400 Northern California not-for-profit organizations participating with data input. The survey lists job descriptions and compensation levels, as well as benefits, by varying sizes and types of Northern California not-for-profit organizations. The survey is available for purchase from the Center for Non Profit Management and they can be contacted at www.cnmsocal.org/salarysurvey/ or at (213)687-9511, extension 260.

Hood & Strong LLP sponsors the publication and presents a seminar on the survey and related issues impacting compensation and benefits in the Northern California not-for-profit sector. The seminar will be on Tuesday July 21, from 8:30 to 11:45 at the Practising Law Institute located at 685 Market Street (near 3rd Street) in San Francisco. Attached is an agenda for the seminar.

We would like very much to have you join us. Please RSVP to Kristen Glaub at (415) 856-3283 or kglaub@hoodstrong.com.

We look forward to seeing you at the seminar.

Sincerely,

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