



### **Actions Taken by MetroHealth to Enhance Controls Concerning CEO Compensation**

The following steps have been taken to strengthen policies and procedures related to CEO compensation for the MetroHealth System. The Board of Trustees will be considering additional recommendations included in the independent audit conducted by BDO at their next meeting.

#### **Actions Taken:**

- The MetroHealth CEO's annual PBVC compensation (or any bonus compensation) must now be the subject of a separate Board of Trustees resolution and will be audited to assure compliance with all MetroHealth compensation policies and requirements.
- Compensation consultants, who have been hired by MetroHealth in the past to advise on rates of pay at peer health systems and compensation trends, must now verify details of the CEO's pay and benefits with MetroHealth Human Resources, rather than relying on data provided by the CEO alone.
- The Board will receive actual payroll data for all senior executives at least once annually.
- The Board has created a stand-alone compensation committee to manage all policies and procedures related to executive pay.
- MetroHealth is conducting a national search for a Chief People Officer whose duties will include supervising Human Resources and providing regular updates to the Board. MetroHealth has issued an RFP for a compensation consultant and is in the process of negotiating an agreement with a compensation consultant.