



Blandin Foundation™  
STRENGTHENING RURAL MINNESOTA

## Compensation Philosophy

Effective: January 1, 2014

Through our total compensation program and practices, Blandin Foundation strives to achieve the following objectives:

- Attract and retain employees who have the skills and capabilities that we seek, and who are committed to our mission.
- Ensure that employees are compensated in a manner that is competitive, appropriate and defensible to all stakeholders.
- Promote understanding and acceptance of compensation practices through a program that is straightforward, logical and transparent.
- Provide a compensation program and practices which reflect the Blandin Foundation's mission, vision and values.