FORM 990, PART VI, SECTION B, LINE 11: A CPA FIRM IS HIRED TO PREPARE THE FORM 990 AND THE FORM 990 IS FORWARDED TO THE GOVERNING BODY BEFORE THE RETURN IS FILED.

FORM 990, PART VI, SECTION B, LINE 15: THE COMPANY PURCHASES STANDARD COMPENSATION SURVEYS AND HIRES AN INDEPENDENT CONSULTING FIRM TO PROVIDE INDUSTRY COMPENSATION INFORMATION. EMPLOYEE OFFER LETTERS ARE DRAFTED BASED ON STANDARD PRACTICES DETERMINED FROM THIS INFORMATION.

FORM 990, PART VI, SECTION C, LINE 19: ALL PERTINENT DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC ON THE ORGANIZATION'S WEBSITE, AN INTERNET SEARCH, OR UPON REQUEST BY INTERESTED PARTIES.