executive director or chairman of the board of directors, may not require or desire a high income, which is taxable at ordinary income rates. These top employees may, in fact, wish to keep their salaries low and enjoy other tax-free benefits rather than subject themselves to confiscatory tax rates.

There is no general rule as to what any executive director might desire as a salary. This amount would depend primarily on each individual's desires. For example, a person who would desire a large amount of personal entertainment would require a larger salary than a person who does not require abnormal amounts of entertainment. Personal entertainment is generally not provided for employees by foundations and ABC does not recommend that your foundation provide you with normal day-to-day entertainment as a fringe benefit. You should instead provide yourself with a salary sufficient to provide for this portion of your standard of living. Use of foundation funds for personal entertainment would usually constitute self-dealing.