Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or 990-EZ.

Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

HEIFER PROJECT INTERNATIONAL

Name of the organization

Employer Identification number
33-1019477

Form 990, Part VI, Section B, Line 11b - The Form 990 is prepared by internal finance staff and provided to the CFO, Board of Directors and to an external tax firm for review. Any recommended changes are made prior to filing.

Form 990, Part VI, Section B, Line 12c - Heifer has had a code of conduct in place since March of 2000 for its Board of Directors, and the code of conduct contains a conflict of interest section. Heifer has had a conflict of interest policy in place for its employees since December of 2001. Board members are required to annually disclose interests that could give rise to conflicts. Employees are encouraged to report suspected conflicts of interest to their supervisors or to human resources. In addition, heifer provides an anonymous confidential reporting outlet for use in reporting behavior or activities that appear to violate Heifer policies. Both the board and senior management address conflicts of interest on a case-by-case basis as they arise.

Form 990, Part VI, Section B, Line 15 - In accordance with governance policies and procedures, the president and CEO's performance is reviewed annually. Merit increases, base salary adjustments and or bonuses are considered as part of that review and monitoring process. The Heifer Board of Directors utilizes an independent analysis conducted by an outside consulting firm to assist in the analysis and subsequent recommendations for compensation adjustments. The approach used by the consulting firm utilizes market data obtained from two highly regarded national compensation surveys of not for profit organizations and data on total cash compensation for CEOs of nine organizations with comparable mission, scope and operating budget based on information obtained from IRS form 990s. Each member of the Heifer Board of Directors has the opportunity to complete and submit a performance evaluation form for the CEO. The results are compiled and reviewed with the CEO by the executive committee of the board. The executive committee then presents, for approval, its findings and recommendations to the full Board of Directors. These findings and recommendations include adjustments to compensation if warranted and are supported by organizational funding availability and independent market analysis.

Form 990, Part VI, Section C, Line 19 - Audited financial statements are available upon request; other select documents are made available for inspection at Heifer Project International headquarters in Little Rock, Arkansas.