The Clinton Foundation has an outstanding record for governance, accountability, and transparency as evidenced by high ratings from top charity evaluators:

- Charity Navigator renewed its ranking of **four out of four stars** in August 2018;
- GuideStar renewed the Foundation's **Platinum rating** in August 2018;
- The Better Business Bureau **accredited the Clinton Foundation** as meeting all of the BBB's standards for governance, effectiveness, finance, and fundraising in August 2018; and
- Charity Watch **gave the Foundation an "A" rating**.

Throughout its history, the Clinton Foundation has been committed to improving its operations. This was particularly true as the Foundation grew exponentially in the initial years of its existence – from 2001 to 2008, the Foundation grew from 27 employees working in two locations to over 550 employees in over 65 locations. Over this time total expenses went from approximately $3 million to approximately $217 million. Not surprisingly, this sudden growth in programmatic work and size was accompanied by organizational challenges.

**The Clinton Foundation voluntarily sought external reviews to improve governance.**

As the Foundation grew, like many other similarly situated and growing organizations, it retained outside attorneys to undertake objective reviews of operations to identify opportunities for improvement. The two reviews, the Gibson review conducted in 2008 and the Simpson Thacher review conducted in 2011, were Clinton Foundation-initiated and voluntarily conducted to further enhance governance, operations and procedures.

The reviews raised important questions, sought input from staff, and made recommendations on how to further strengthen the Foundation’s operations. The Gibson review focused on the Legal and Human Resource departments and made recommendations to strengthen the staffing infrastructure, adopt additional policies, and enhance governance. The Simpson Thacher review focused on opportunities to further enhance governance, management, operations and controls. Following the Simpson Thacher review, President Clinton addressed these issues in a public letter in 2013.

**As it grew, the Clinton Foundation adopted important recommendations from the reviews.**

In the years since the Gibson and Simpson Thacher reviews, the Foundation has continued to strengthen itself. For example, among other enhancements:

- The Board has improved its governance – growing in size; appointing a chair and vice-chair; establishing an Audit committee; holding quarterly Board and Audit committee meetings; being regularly informed of progress and effectiveness of programs; participating annually in a thorough conflict of interest review process; reviewing and approving the budget annually and reviewing actual results at quarterly meetings; and creating and filling a full-time New York-based CEO position.
- Foundation management has improved operations – strengthening the Human Resources function and clarifying roles, job responsibilities and reporting lines; conducting monthly staff calls and periodic staff meetings; enhancing the performance review process and requires participation of all employees; strengthening the Legal department with the general counsel in New York; establishing an enterprise risk management framework and Risk Committee and regularly reviewing internal controls with the Audit Committee; and revising and communicating to staff the Expense policy, with strengthened processes for reviewing expenses.
- The Foundation Legal department has partnered with colleagues to update and train on a number of important policies – updating, publicizing and creating annual training for Foundation policies, including the Global Code of Conduct, Diversity and Anti-Harassment, Conflict of Interest, Vetting and Gift Acceptance Policies; and enhancing processes for implementing policies.

These enhancements have been recognized as effective by charity evaluators. As the size and scope of the Foundation changes, it will continue to look for opportunities to further enhance its governance, operations, and policies.