

PRESIDENT & CHIEF EXECUTIVE OFFICER SEARCH AND SELECTION

I. OBJECTIVE

To establish a sound approach the Board can follow in searching for and selecting the most qualified person available for the position of President & Chief Executive Officer, and to ensure that this is done on a planned systematic basis.

II. POLICY

- A. In order to ensure the best possible advice and assistance is made available to the Board, they may engage a professional consultant to receive and screen all applications and to provide assistance to the Board in their evaluation of applications and interview of applicants.
- B. All applications will be reviewed against Policies 2.2 (Delegation of Authority by the Board of Directors to the President & CEO) and 2.3 (Relationship Between the Board of Directors and the President & CEO) and a Board-approved Statement of Qualifications.
- C. Candidates will be considered both from within the organization and from within and outside the rural electrification program, provided such candidates meet the requirements in B above.
- D. Depending on the circumstances at the time a vacancy occurs and the detailed plan of action for the search agreed to by the Board, applicants may be obtained through advertising and/or by the consultant seeking qualified individuals.
- E. After applications have been appropriately screened for requirements as stated in Policies 2.2 and 2.3, the most qualified applicants will be referred to the Search Committee. The Search Committee will be the Board acting as a Committee of the Whole
- F. The Search Committee, meeting with the consultant if one has been retained, will review the applications referred to them and after systematically evaluating them, determine those candidates to be invited to appear before the full Board for interviews.
- G. The full Board, with the advice and assistance of the consultant if one has been retained, will interview the final candidates following the plan of action and, based on these interviews and their analysis of the results, will select the individual it feels should be offered the position.

- H. The consultant if retained will assist the Board in making a formal offer to the candidate of their choice.
- I. Once on the job, the new President & CEO will complete a Board-approved orientation program.

III. RESPONSIBILITY

The Chairman of the Board will see that this policy is implemented when the need arises.

ADOPTED: April 27, 1992
AMENDED: June 26, 2017