

APPENDIX I – THE PRESIDENT REVIEW PROCESS

I. Information

The following documents constitute the benchmarks against which the President's review process takes place:

- A. The President's position description which can be found in Appendix .
- B. The Business Plan including the strategic plan and budget.
- C. Any specific targets and goals discussed with the Board at the beginning of the year but not included in the above material.

II. The President's Self Appraisal

- A. The Board needs to know how the President evaluates his/her- performance against the objectives established above and what the President views as the priorities for the coming year.
- B. This self-appraisal will be in written form. It can be in brief point form if the President prefers.
- C. The Human Resources & Compensation Committee (the "HRCC") will discuss the President's self-appraisal with the President before the HRCC finalizes the President's evaluation report.

III. Director Involvement

- A. Every director will be encouraged to provide his/her own assessment of the President's performance. The HRCC Chair and the Board Chair will provide a format for director input.
- B. All directors submit their input to the HRCC Chair and the Board Chair regarding the President's performance.
- C. These assessments will be consolidated by the HRCC Chair and the Board Chair into a coherent, prioritized statement from the Board to the President.
- D. The HRCC Chair and Board Chair discuss the consolidated statement with the HRCC and the HRCC members discuss the Directors' consolidated assessment with the President.
- E. The HRCC formulates recommendations to the Board.
- F. The HRCC Chair and the Board Chair discuss the results of the President's evaluation with the full Board in the context of the President's self appraisal, the consolidated statement and the HRCC recommendations,

- G. The HRCC Chair and the Board Chair discuss with the President the outcome of the full Board's deliberations on the matter.

<i>Activity</i>		
The President writes and distributes self-appraisal and objectives for next year to the full Board	President	January
HRCC Chair and Board Chair provide format for President's review and individual directors submit their assessments to the HRCC Chair and Board Chair	HRCC Chair Board Chair Individual directors	January
Input from directors is consolidated by HRCC Chair and the Board Chair	HRCC Chair and the Board Chair	February
HRCC Chair and Board Chair discuss consolidated input with the HRCC; HRCC members discuss consolidated assessment with the President; and HRCC formulates recommendations to the Board	HRCC Chair Board Chair HRCC Members	February
HRCC Chair and Board Chair discuss the President's evaluation with full Board	HRCC Chair and the Board Chair	February
Review of finalized report with the President	HRCC Chair and the Board Chair	February