

Bill Reid Foundation Policies

Policy Name: Board —Director & CEO Recruitment and Termination 2023.1

Area: Relations

Date Adopted: January 26, 2017

Reviewed: May 09, 2023

The Director and CEO is recruited and terminated by the Board.

Recruitment:

The Board of Directors will establish an ad-hoc Search Committee and its terms of reference. The Search Committee will be responsible for conducting a search for the Director and CEO that is transparent and complies with the Foundation's policies.

The Search Committee will include representatives from the Board of Directors, and may include key stakeholders.

The Search Committee will recommend the appointment and include the terms and conditions of employment of the Director and CEO to the Board for approval.

Termination:

The Bill Reid Foundation will adhere to the Employment Standards Act to terminate the Director and CEO.