

Bill Reid Foundation Policies

Policy Name: Board —Director & CEO Recruitment and Termination 2020.1

Area: Relations

Date Adopted: January 26, 2017

Reviewed: May 9, 2019

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

Recruitment:

The Board of Directors will establish an ad-hoc Search Committee and conduct a search for the Director and CEO that is transparent and complies with the Foundation's policies including Relations: Appointment of Director and CEO; Relations: Director and CEO Terms and Conditions; Relations: Director and CEO Monitoring and Evaluation; Limitations: Personnel - Human Resources; Limitations: Emergency Succession.

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

The Search Committee will recommend the appointment 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.