

Policy Type: Board-General Manager Relationship (B-GM)

Policy Title: B-GM4 - Annual Evaluation of the General Manager

Adopted: March 13, 2024

B-GM 4. **Annual Evaluation of the General Manager.** We employ, evaluate, and compensate our General Manager with a fair and structured process that aligns with the principles of Policy Governance® and our established policies.

- 4.1. **Criteria.** We view General Manager performance as identical to operational performance, such that reasonable progress toward Ends, staying within Executive Limitations, and upholding our Corporate policies will be viewed as successful GM performance.
- 4.2. **Cycle.** The sole basis for determining General Manager success is one annual cycle of General Manager Monitoring Reports, from August through July. We make our final decision no later than November.
- 4.3. **Committee.** We utilize a Board Committee to assess the degree of General Manager performance success. By the end of September, the Committee provides the Board with a comprehensive assessment of the General Manager's compliance with policies, recommendations for changes to the terms of employment including compensation, and if necessary, recommendations for probationary employment or termination.