

GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION
GRAYSON, KENTUCKY

BOARD POLICY NO. 111

SUBJECT: PRESIDENT & CEO SEARCH AND SELECTION

I. OBJECTIVE

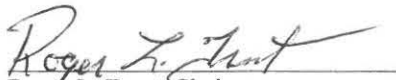
To establish in advance a sound approach the Board can follow in searching for and selecting the most qualified person available for the position of President & CEO when a vacancy is anticipated, and to ensure that this is done on a planned systematic basis.

II. POLICY CONTENT

1. The President & CEO selection process will follow the guidelines contained in RUS Bulletin 109-4.
2. In order to ensure that the best possible advice and assistance is made available to the Board, the Board may appoint a Selection Committee or 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.
3. All applicants will be reviewed against a Board-approved Statement of Qualifications and Position Description. The Statement of Qualifications will be attached and made part of this policy.
4. Candidates will be considered both from within the Cooperative and from within and outside the program, provided they meet the Board-approved Statement of Qualifications and it is judged they can perform the responsibilities and authorities described in the position description.
5. Applicants may be obtained through advertising by the Screening Committee and/or by the consultant seeking out qualified individuals, depending on the circumstances and the detailed Plan of Action for President & CEO Search and Selection agreed to by the Board at the time.
6. After the applicants are screened and their qualifications reviewed against the Board-approved Statement of Qualifications and Position Description, the applications of the best qualified applicants will be referred to the full Board of Directors for review.
7. The Board of Directors shall review the applicants referred to them and after systematically evaluating them, determine those to be invited to appear before the Board for interviews.
8. The Board, (with the advice and assistance of a consultant, if desired) will interview the candidates following the Plan of Action developed in advance and, based on these interviews and their analysis of the results, determine the individual to whom the position will be offered.
9. Once on the job, the new President & CEO will participate in a planned orientation program to be spelled out in the Board's detailed Plan of Action on President & CEO Search and Selection.

III. RESPONSIBILITY

1. The Board Chairman shall see that this policy is carried out when the need arises.


Roger L. Trent, Chairman


Bill E. (Eddie) Martin, Secretary/Treasurer

Date Adopted: 02/21/86
Minute Book Page: 1554-1555
Date Revised: 10/27/95
Minute Book Page: 2639-2640
Date Reviewed: 10/25/96
Minute Book Page: 2790-2791
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Minute Book Page: 3575-3577
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