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# CEO SEARCH PROCESS AND TIMELINE

September 5, 2023



# Search Process and Timeline

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## 2023

### September - October

- Special Board Meeting September 5th
- Request for Proposals for Search Firm to be Issued September 5<sup>th</sup> ; Responses Due September 29th
- Board establishes a Preliminary Screening Committee comprised of 3 members from the HR, Diversity and Compensation Committee
  - Chair Jacobs, Vice Chair O'Brien and Member Fields
- HR, Diversity and Compensation Committee reviews proposals, conducts interviews and selects Search Firm by October 17<sup>th</sup>
- HR, Diversity and Compensation Committee updates Board on Search Firm selection at October 19<sup>th</sup> Board Meeting

### October – November - December

- Search Firm sources and screens candidates
- Search Firm presents candidates to Preliminary Screening Committee

## 2024

### January - February

- Preliminary Screening Committee interviews candidates and votes finalists

### March - April

- Preliminary Screening Committee recommends finalists to Board
- Board Members interview finalists
- Board selects and appoints candidate