

# COLUMBIA BASIN TRUST BOARD POLICIES

## **President and CEO Performance Evaluation**

**BOD11**

- 1.1 The Board is responsible for developing a position description for the President and CEO as attached.
- 1.2 On an annual basis, the Chair leads an assessment process of the President and CEO's performance with the Board. Each Board member has an opportunity to provide feedback on the President and CEO's performance in a variety of areas. The Chair reviews the results of the assessment with the President and CEO.
- 1.3 On an annual basis, the Chair or Vice Chair will contact each staff member of the Executive Management Committee (Executive Directors and Directors), excluding the President and CEO, to seek feedback on any instances of unethical or unlawful activity within the organization pertaining to the President and CEO's execution of key responsibilities. This process is intended to complement the Trust's Human Resources Whistle Blower & Public Interest Disclosure Policy.