

1.12 Succession Planning – Incapacity of CEO/President

Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc. to provide continuous and consistent executive management of the organization through the CEO/President.

Procedure:

In the event the CEO/President is unable to fully execute his/her management duties as a result of his/her voluntary termination, involuntary termination or a personal catastrophic event, it is the responsibility of the Executive Committee of the Board of Trustees to meet and select an interim Acting CEO/President.

Internal employees eligible for consideration as an interim acting CEO/President of the organization are the Director of Human Resources, Director of Corporate Compliance, Director of Retail, or Director of Finance who are in good standing within the organization. Additional consideration may be given to a current or past member of the Licking/Knox Goodwill Industries Board of Trustees in good standing.

External candidates to fill the position of Acting CEO/President may also be considered and solicited based upon criteria established by the Executive Committee.

The Board of Trustees must draft an engagement agreement with the Acting CEO/President that includes the beginning and ending dates of service, salary, benefits, Directors & Officers insurance, limits of authority, and board expectations.

As required under the membership standards of Goodwill Industries International, the Trustees must notify them of the interim appointment of an Acting CEO/President. In the event of a permanent CEO/President opening, the Trustees must notify Goodwill Industries International and are bound by the membership standard requirements in approving a new CEO/President. Trustees may wish to request an on-site consultation with Goodwill Industries International.