# Q1 The Board monitors and evaluates the GM's job performance in terms of organizational accomplishment of and progress towards Ends and organizational operation within Executive Limitations policies.

Answered: 9 Skipped: 0

| | IN COMPLIANCE | OUT OF COMPLIANCE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 88.89%<br>8 | 11.11%<br>1 | 0.00%<br>0 | 9 | 1.11 |

| # | COMMENTS AND EXAMPLES: | DATE |
|---|---|---|
| 1 | While struggling here, it is a struggle to improve but doesn't reflect a position that is out of compliance. | 4/25/2021 10:34 PM |
| 2 | This Board has not yet created a management by objective (MBO), though talked about it for over two years, at least. | 4/20/2021 10:13 AM |

# Q2 The Board monitors all polices that instruct the GM.

Answered: 9 Skipped: 0

| | IN COMPLIANCE | OUT OF COMPLIANCE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 100.00%<br>9 | 0.00%<br>0 | 0.00%<br>0 | 9 | 1.00 |

# Q3 The Board may monitor any policy at any time by any method listed below but will ordinarily follow the schedule outlined in the Board Annual Calendar.

Answered: 9 Skipped: 0

| | IN COMPLIANCE | OUT OF COMPLIANCE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 100.00%<br>9 | 0.00%<br>0 | 0.00%<br>0 | 9 | 1.00 |

# Q4 The Board acquires monitoring information by one or more of three methods:a) internal report, in which the GM discloses policy interpretations and compliance information to the Board;b)external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies; orc) direct Board inspection, in which a designated director or committee assesses compliance with the policy.

Answered: 9 Skipped: 0

| | IN COMPLIANCE | OUT OF COMPLIANCE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 88.89%<br>8 | 11.11%<br>1 | 0.00%<br>0 | 9 | 1.11 |

# Q5 The Board's standard for compliance is any reasonable interpretation by the GM of the Board policy being monitored.

Answered: 9 Skipped: 0

| | IN COMPLIANCE | OUT OF COMPLIANCE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 88.89%<br>8 | 11.11%<br>1 | 0.00%<br>0 | 9 | 1.11 |

# Q6 The Board accepts that the GM is compliant with a policy if the GM presents(a) a reasonable interpretation of that policy; and(b) adequate data to demonstrate compliance with that interpretation.

Answered: 9 Skipped: 0

| | IN COMPLIANCE | OUT OF COMPLIANCE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 100.00%<br>9 | 0.00%<br>0 | 0.00%<br>0 | 9 | 1.00 |

| # | COMMENTS AND EXAMPLES: | DATE |
|---|---|---|
| 1 | We also recognize non-compliance given the above measures - Mark | 4/23/2021 9:30 AM |

# Q7 The Board conducts an evaluation of the GM's performance annually. The evaluation will be based on a review of the actions taken by the Board on the monitoring reports received since the previous GM performance evaluation. Based on that review, the Board will present an evaluation letter to the GM. That letter will constitute our full evaluation.

Answered: 9 Skipped: 0

| | IN COMPLIANCE | OUT OF COMPLIANCE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 44.44%<br>4 | 44.44%<br>4 | 11.11%<br>1 | 9 | 1.33 |

| # | COMMENTS AND EXAMPLES: | DATE |
|---|---|---|
| 1 | Again, while struggling here, it is a struggle to improve but doesn't reflect a position that is out of compliance. | 4/25/2021 10:34 PM |
| 2 | Do we do this letter? Maybe my memory is failing me, but I don't remember it. | 4/25/2021 6:50 PM |
| 3 | Abstaining; our last GM evaluation did not meet this criteria, and we have not had a chance to change our evaluation process since last revising this policy in March. --Cheyne | 4/25/2021 11:42 AM |
| 4 | We are not asking for a self-evaluation and proposal for salary as well. | 4/25/2021 11:11 AM |