

Policy Number	<u>BD-9</u>
Date Adopted	<u>11-10-2008</u>
Status	<u>Current</u>

CEO Review Committee Charge

Purpose and Authority

The CEO Review Task Group has been established by the Board of Directors of Girl Scouts Heart of New Jersey (the "Board") to assist the Board Chair and CEO in development of the long-term and short-term performance goals for the CEO and review the CEO's performance.

The CEO Review Task Group shall:

- Work in partnership with the CEO to set annual and semiannual performance goals including timelines for completion
- Meets with CEO to discuss CEO's summary of results against goals, progress, and competencies.
- Solicit input from other board members
- Complete Performance Assessment
 - Goals and Results
 - Core Competencies
 - Overall Rating and Assessment
- Determine CEO's salary based on rating and increase guidelines

As a committee of the Board of Directors, the CEO Review Task Group shall have no authority to bind the Corporation, but shall be advisory to the Board.

Composition

1. The CEO Review Task Group shall be appointed in accordance with the bylaws.
2. The CEO Review Task group shall be composed of at least three, but not more than 5 members. Members shall be familiar with the CEO's work.
3. The CEO shall choose at least one but no more than half of the members the CEO Review Task Group.
4. The Board Chair/President shall serve as the chair of the CEO Review Task Group