

Optimist International Personnel Committee shall be comprised of the President as chair, the Immediate Past President, the President-Elect, one Board Member at Large serving their third year on the Board, one Board Member at Large serving their second year on the Board, and one Board Member at Large serving their first year on the Board. Henceforth, the President will appoint one of the newly elected Board Members at Large to serve during their 3 year term of office on the Board of Directors on the Personnel Committee. The appointment shall be made prior to the 1<sup>st</sup> quarter Board of Directors meeting. The Board Personnel Committee shall meet prior to the 1<sup>st</sup> quarter Board of Directors meeting of the fiscal year, and shall submit a written report to the Board. The agenda for the committee shall include, but not be limited to:

1. Review Employee Policies, Practices, and Issues
2. Review Employee Benefit Packages and its market based competitiveness
3. Act as the OI Personnel Committee per Board Policy I-127 and the OI Whistleblower Policy. The Committee shall present a written report to the Board of Directors at the 1<sup>st</sup> quarter Board meeting
4. Conduct a formal, planned job review with the Executive Director prior to the scheduled 1<sup>st</sup> quarter meeting, and present a confidential report to the Board of Directors of Directors of Optimist International.

(Mar 2014; Oct 2019; Nov 2022)