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|  | <b>FMCA POLICIES AND PROCEDURES</b>  | INDEX NO.<br><b>2034</b> | APPROVAL LEVEL<br><b>GB</b> |
|   | SUBJECT<br><b>Chief Executive Officer's (CEO)<br/>Authority and Responsibility</b> | EFFECTIVE<br><b>8/19</b> | SUPERSEDES<br><b>6/18</b>   |
|   | SPECIAL DISTRIBUTION   |                          |                             |

**POLICY**

A qualified person shall be selected by the Executive Board for the position of Chief Executive Officer (CEO).

**PROCEDURE**

Responsibilities

The CEO shall:

1. Devote full time to the responsibilities of this position.
2. Report to the President.
3. Manage the business affairs and activities of FMCA and execute the policies of FMCA, as stated in the Bylaws and policies and procedures.
4. Exercise authority that includes the hiring and dismissal of all personnel of FMCA's headquarters staff, in accordance with policies and procedures.
5. Serve as a non-voting consultant and advisor for all FMCA Boards and Committees, except the Nominating Committee.
6. Make regular reports to the President as the President may direct, orally or in writing. He or she shall also report to the Executive Board at each Executive Board meeting.
7. See that the Executive Board is kept fully informed on the conditions and operations of FMCA and FMC, and all important factors influencing them, in a timely manner.
8. Be provided with additional specific duties, responsibilities and authority by the Executive Board.
9. Serve as a non-voting consultant and advisor for all meetings of any wholly owned subsidiary of FMCA, in accordance with the Code of Regulations.

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|  | <p>SUBJECT</p> <p style="text-align: center;"><b>Chief Executive Officers' Authority and<br/>Responsibility</b></p> | <p>INDEX NO.</p> <p style="text-align: center;"><b>2034</b></p> |
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Selection

A subcommittee of the Executive Board will be appointed by the President, with the advice and consent of the Executive Board, to conduct an ad hoc search for the individual to hold this position. The final three candidates will be interviewed by the Executive Board, and the most qualified person will be selected.

Compensation

The Wage Review Board shall review and approve the salary of the CEO as recommended by the President. The Wage Review Board shall recommend to the Finance Committee a salary range for the CEO position for inclusion in the proposed annual budget to be forwarded to the Executive Board for approval and ratification by the Governing Board.