

## **General Manager Search Committee Charter**

The General Manager (GM) Search Committee advises and makes recommendations to the Council regarding the hiring of a General Manager.

The Council is solely responsible for deciding which candidate is offered the position and their compensation.

The Committee is comprised of nine members and a staff member to provide operational support;

Two Council members (chosen by the Council),

Four Co-op member-owners (2 nominated by Co-op member-owners, drawn by Co-op staff from a pool of member-owner nominations and 2 appointed by the Council),

One Co-op manager (chosen by management),

Two Co-op non-management employees (nominated and elected by the employees).

All committee members agree to maintain confidentiality and to treat fellow committee members with respect, courtesy and kindness. Any committee member who cannot follow these guidelines will be removed. Replacements will be sought in the same way the original committee members were established.

The GM Search Committee Chair will keep the Council informed, providing meeting minutes and all committee recommendations in a timely manner.

The committee will review applicants recommended by the recruiters to determine whether they should be interviewed. The committee will recommend to the Council Chair, as soon as they are identified, all qualified applicants to move forward in the hiring process, until notified by the Council to pause or end their work.

The Committee will move expeditiously and endeavor to provide a candidate for vote by the Council as soon as reasonably possible.

Charter Approved: November 6, 2023

March 12, 2024: Amended by a vote of the HMC Council:

Motion: To accept the five active members of the GM (General Manager) Search Committee as the Search Committee, thereby amending the charter of the Search Committee.

(The five active members were listed in the Council's packet for the meeting: Chair Paul Ohlson, member-owner; vice chair and note taker Alison Goyette, staff employee; Wayne Fawbush, member-owner, and chair of the previous GM Search Committee, two decades ago; Leo Ormiston, grocery manager; Eva Schectman, Council member.)