

Director Recruiting Competencies

The purpose of this rating process is to provide each director with an opportunity to consider a list of competencies and add to or subtract from it. Then we will rank our preferences:

1. _____ Accounting expertise, CPA/CFO/Auditing.
2. _____ Financial management and analysis
3. _____ Expertise in strategic planning
4. _____ Identification of profitable expansion opportunities (markets, services, products)
5. _____ Diversity of board members
6. _____ Knowledge of governmental/economic issues within geographic areas we wish to serve.
7. _____ Board or executive experience with a company on a major stock exchange.
8. _____ Major international expertise
9. _____ Experience in sales management
10. _____ CEO of larger company (2,000 or more employees)
11. _____ Expertise in quality management initiatives (process improvement, scorecard development, alignment of goals)
12. _____ Familiarity with the history and heritage of our company
13. _____ Familiarity with the political direction of regulators
14. _____ Risk management
15. _____ Human Resources executive with experience in culture change, recruiting and retaining talent
16. _____ Experience with large mergers/acquisitions (out-of-market; outside core business)
17. _____ Expertise in technology and e-commerce
18. _____ Disaster planning and recovery
19. _____ Knowledge of our industry
20. _____ Stock ownership in our company
21. _____ Other _____

If you decide to add anything in number 21, please email all the other directors as to what you wish to add. If not, then look at all of the items on the list and rank them in order of importance from 1 through 21, with the number 1 indicating the most important. Obviously, the first 5 to 10 rankings are the most important and the bottom 8 to 10 are the least important, and where you rank the ones in the middle is not germane. In other words, give significant detailed attention to the top 10 items, because those are the items we will ultimately end up choosing from in terms of the skills we're looking for.

\\bmserv\zinc\SHARED\CLIENTS\MISC\ACS\Director
CompetenciesACS082205.doc

Recruiting