Succession Planning Timeline 2012- 2013

February 2012  Officers Discussion of Succession Planning Process
Meet with ED’s from Great Rivers
Meet with ED’s from Similar Size Mandatory Bars

March 2012  Fangmeyer and Fenner Propose Composition of Search Committee
(size, constituencies, affiliated or ex-officio members)

April 2012  Officers Submit Search Committee Names for Consideration

May 2012  Budget and Planning Committee Develops Long Range Goals and Objectives for NSBA
NLF Board Develops Long Range Goals and Objectives for NLF

June 2012  Discussion and Development of Succession Plan and Search Committee Process at Summer Planning Conference
- Scope of Search for ED
- Use of Outside Agency ? How and Where Publicized
- Role of HOD, EC, Search Committee (including Ex-officio)
- Role of Existing Staff
- Identify Skills, Abilities, Education and Past Experience Desired
- Finalize Search Steps
  - Announcement Drafting
  - Recruitment
  - Resume Evaluation
  - Interview
  - Offer: Timeline, Salary, Benefits

September 2012  Discuss Process with Supreme Court

October 2012  Present Process, Job Description, Compensation Range to HOD

January 2013  Announcement of Vacancy – 90 Day Timeframe to apply

April 2013  Begin Screening Resumes

May 2013  First Interviews
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<tr>
<th>Month</th>
<th>Event Description</th>
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<tr>
<td>June 2013</td>
<td>Second Interviews, Review Candidates at Summer Planning</td>
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<tr>
<td>July 2013</td>
<td>Extend Offer – Determine Deadline for Response</td>
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<tr>
<td>August 2013</td>
<td>New ED Visit for Housing</td>
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<td>September 2013</td>
<td>New ED Visit with Staff, EC and Affiliated Organizations</td>
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<tr>
<td>October 2013</td>
<td>Welcome to Annual Meeting</td>
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<td>November 2013</td>
<td>New ED in NSBA Office Full Time</td>
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