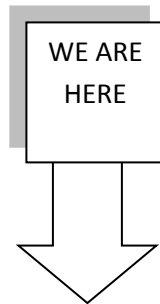


# Greenwood/Asher & Associates, Inc.

## Executive Search, Consulting and Training

### COMMUNICATIONS PLAN SEARCH PROCESS



#### Announcement/Formation

- Search announced
- Search Committee named and charged
- Greenwood/Asher & Associates, Inc. selected to support the Search Committee

#### Planning

- Search Start-up Meeting - Search Advisory Committee & Greenwood/Asher meet to discuss search process and profile
- Feedback incorporated into job description

#### Recruiting

- Position advertisement and job description drafted and distributed
- Requests for Nominations/Recommendations
- Nominees and prospects are contacted, applications received and reviewed
- Prospect Review Meeting - Search Advisory Committee

#### Evaluation

- Round-One Interviews - Search Advisory Committee interviews leading candidates
- Reference and Background Checks
- Search Advisory Committee recommends/selects candidates for additional interviews

#### Selection

- Campus Interviews
- Selection and signing of contract
- Transition Considerations

#### Appointment

- Announce search completion and introduce hired candidate