

COLUMBIA BASIN TRUST  
BOARD POLICIES

**Management Succession Planning**

**BOD13**

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- 1.1 The Board considers succession planning and management development to be an ongoing process.
- 1.2 The purpose of succession planning and management development is to assure the Board that the Trust's key management positions can be filled by competent people. The Trust will strive to ensure there is a diverse base of skills at the top and middle levels of the organization from which the Trust can choose its future leaders. The Trust will also seek to ensure that potential future leaders are fostered in their development.
- 1.3 The President and CEO's views as to a successor to him or her in the event of an unexpected incapacity and ongoing management developments will be discussed at least annually with the Executive Committee. Given the relatively small size of the Trust staff, the Board acknowledges that it may not be possible to develop succession plans based on internal recruitment for all positions. The Executive Committee will consider this issue in discussion with the President and CEO, and assess the risk faced by the organization as a result.