

CEO Candidate Evaluation

Selected CEO Competencies *

Candidate Name		Industry Experience (years)	Senior Leadership (years)	Governance (board experience)	Financial Acumen (level)	Max P&L \$100M	Headcount 500	Investor Relations (years)	Major Crisis Mgt.	Criminal Background & Credit Check	TOTAL
	Albert E.	9	7	10	7	8	8	9	2	10	70
	Nicole K.	10	8	5	8	9	9	2	2	10	63
	Justin T.	2	10	10	9	10	10	8	9	8	76
	Laura S.	10	10	9	9	9	9	8	10	10	84
	Julie A.	5	10	10	10	10	9	8	1	10	73

* Illustrative model based on selected competencies of a typical CEO performance profile - unweighted

Each competency is rated on a scale between 1 (low) and 10 (high). The highest two scores move to the next level.

