

Job Description of the Chairman of the Board (COB)

The duties of the COB shall include, but not be limited to:

1. Provide independent, effective leadership to enhance the performance of the Board.
2. Represent all Shareholders.
3. The COB shall develop a knowledge of the operations of the Company so that he can the seamlessly assume the duties of the CEO should the CEO not be able to serve.
4. Provide advice and counsel to the Chief Executive, Committee Chairmen and fellow Directors.
5. The Chairman shall ensure that the plans and policies of the Strategic Plan be carried out in a timely fashion and implemented by both the Board and the CEO.
6. Preside over all Board meetings.
7. Service as ad hoc member of all standing committees.
8. Advise the Board of the significant relevant issues in a timely manner.
9. Deal effectively with dissent and work constructively towards arriving at decisions and achieving consensus.
10. Communicate with shareholders at least quarterly and lead the Annual Shareholder meeting and any special shareholder meetings.
11. After seeking Director's input, recommend to the Board the membership for each committee and gain their approval.