

Attachment A-1: Term Limits and Succession Policy for House Corporation and Alumni Advisory Board.

Objective - The purpose of this policy is to enable a strong, stable House Corporation and Alumni Advisory Board to function while encouraging more alumni to take a meaningful role and avoiding overwork and ‘burn-out’ on the part of House Corporation and Alumni Advisory Board members

House Corporation –

- 1) Term of membership - The basic term of service of the House Corporation will be four years. After four years, a House Corporation member must withdraw from House Corporation service for at least one year before being re-elected. Under extraordinary circumstances, the House Corporation may vote to allow a House Corporation member to serve for a fifth year, after which, rotation off the House Corporation is mandatory.
- 2) Selection Process - The Secretary of the House Corporation will construct and maintain a list of alumni brothers to be considered for House Corporation membership. One year prior to the four year point of each House Corporation member, the Secretary will present to the House Corporation recommended candidates to fill the upcoming vacancy together with the entire list of potential candidates. The House Corporation will select the potential replacement member(s) and recruit him (them) not later than six months prior to the four year point of the current member(s). The new member(s) will begin to serve immediately to allow a transition period.
- 3) Implementation of member rotation - Not later than December 31, 2008, the members of the House Corporation will be evenly assigned to “classes” of 2009, 2010, 2011 and 2012 based on tenure and other factors. A member in each “class” will withdraw from membership not later than December 31 of his “class” year unless his tenure is extended as under paragraph 1. New members will be assigned a “class” year to permit them to serve four years.
- 4) Resignations and replacements - If a House Corporation member resigns from membership, his replacement will be assigned a “class” year to permit the replacement alumnus to serve four years. If an imbalance in “class” years occurs because of resignations, the House Corporation may take appropriate action to balance the “class” years.

Alumni Advisory Board –

- 1) Term of Service - The basic term of service of the Alumni Advisory Board will be five years. After five years, the Alumni Advisory Board member must either accept a new assignment on the Alumni Advisory Board or withdraw from

membership for at least one year. After ten years of membership, Alumni Advisory Board members must withdraw from membership for at least one year.

- 2) Selection Process - The Secretary of the House Corporation will construct and maintain a list of alumni brothers and other persons to be considered for Alumni Advisory Board membership. One year prior to the five year point of each Alumni Advisory Board member, that member will review this list plus any other potential members who that member wishes to consider. It will be the primary responsibility to an Alumni Advisory Board member to recruit his (or her) replacement. If six months prior to the five year point of any Alumni Advisory Board member they have not recruited their replacement, this will be communicated to all members of the Alumni Advisory Board. The Alumni Advisory Board will then select and recruit the replacement. The new member will begin to serve immediately to allow a transition period.
- 3) Rotation Process - Each member of the Alumni Advisory Board will receive a “class” year of five years from their date of recruitment. A member will withdraw from membership or accept a new assignment not later than December 31 of his or her “class” year.
- 4) Resignations and replacements - If an Alumni Advisory Board member resigns from membership, his replacement will be assigned a “class” year to permit him to serve five years. If an imbalance in “class” years occurs because of resignations, the Alumni Advisory Board may take appropriate action to balance the “class” years.
- 5) Chairman of the Alumni Advisory Board - The Chairman of the Alumni Advisory Board will be an ex officio member of the House Corporation and will be selected by the same process with the same term limits as other House Corporation members. Among other responsibilities, the Chairman of the Alumni Advisory Board will have oversight of the member selection and appointment process and will have primary responsibility for recruitment of the replacement of any member who fails to recruit his or her replacement in a timely manner.