

**BOARD OF COMMISSIONERS – SPECIAL MEETING
PUBLIC HOSPITAL DISTRICT NO. 1 OF PEND OREILLE COUNTY**

June 20, 2022

In Attendance: CEO Candidate D, Commissioners: Lois Robertson, Susan Johnson, Lynnette Elswick, Melanie Kiss, Becky Walrath. Others: Kim Manus, CFO, Theresa Hollinger, CNO, Chris Wagar, COO, Laura Hamilton, CHRO, Geoff Jones, Jeremy Lewis, Timothy Chavis, Lisa Matelich, Aaron Reinke, Tessa Reinke, Angelika Kraus, Shannon Radke.

CALL TO ORDER:

Chairperson Robertson called the meeting to order at approximately 12:15 p.m.

READING OF LEGAL NOTICE and APPROVAL OF AGENDA:

The meeting legal notice was distributed as required.

The agenda was reviewed and approved as presented via motion made, seconded and passed unanimously.

Commissioner Robertson welcomed CEO Candidate D to the meeting for a second round interview with the Board members and attendees, who asked the following set of candidate questions:

1. How have you overcome the barriers you've encountered in the past to attaining organizational objectives and goals?
2. You shared in your prior interview with the senior team the process you undertake for strategic planning and Board of Commissioner education. Describe to us activities and engagement you have previously implemented with a Board of Commissioners. Specifically, share what you would do the same and what you would either expand or limit based on prior experience.
3. How would you respond if the competition were having success with a new service line that our organization does not have?
4. You shared in your prior interview with the senior team the process you undertake to mentor and support leadership in all levels of the organization. Share with us how do you keep your team accountable for results and performance while still maintaining a sense of compassion and trust in the workplace?
5. Give us at least one example of how have you demonstrated a commitment to diversity in the rural healthcare environment, both within the community and within your workforce?
6. You shared in your prior interview with the senior team your process for strategic planning and tracking of progress toward those objectives. Describe to us a time you implemented a new strategic initiative as CEO and tell us how your vision for the organization evolved based on this new idea or approach?

7. Looking back over your career, what would you define as your three biggest accomplishments; share with us why you choose those over other accomplishments and achievements.

8. You shared in your prior interview your openness to feedback and transparency. Describe a time that you acted on constructive feedback you received from the Board, your team, and/or customers in the past.

9. Tell us about a time when two or more of your direct reports had conflict that was impacting the operations of the organization; how did you engage to support resolution of the conflict? Upon reflection, what would you have done differently?

10. At the end of your prior interview with the Board of Commissioners you were asked what information you would identify on your way home that you didn't have an opportunity to share with the NHHS Board of Commissioners that you would wish you had. Was there something that came to mind after the last interview that you'd like to take the opportunity to share with us now?

CEO Candidate D was afforded an opportunity to ask questions of the board, offer any other pertinent insights, and field any follow-up questions from the group regarding the NHHS CEO opening, search process, and timeline.

Upon final discussion, Mr. Edwards thanked the group for their time and input.

EXECUTIVE SESSION

As permitted by RCW 42.30.110, the meeting moved to Executive Session at approx. 12:20 p.m. to discuss and evaluate CEO candidate qualifications and screening.

RETURN TO OPEN SESSION

The meeting returned to Open Session at 1:40 p.m.

Pursuant to our designed CEO search process, Laura Hamilton, CHRO, will send to each participating Board member a survey link requesting feedback on the candidate interview; the blinded surveys will be utilized to compile Board feedback and rate/rank candidates based upon the collective responses.

ADJOURNMENT

There being no other business to discuss, the meeting was adjourned.

NEXT MEETING DATE

The next regular meeting of the Board of Commissioners is scheduled for Thursday, June 23, 2022, at 10:00 am in the Sandifur Meeting Room at Newport Hospital & Health Services.

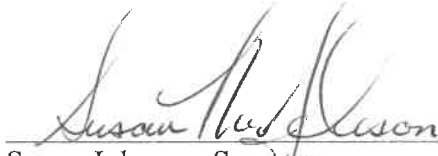
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Minutes recorded by Laura C. Hamilton, CHRO.



Lois Robertson, President
Board of Commissioners



Susan Johnson, Secretary
Board of Commissioners