1. **Appointment of Successors**

In the event of a loss of management personnel due to death, incapacitating injury, or for any reason causing the person to be unable to perform their duties at the company, successors will be appointed:

1. **During Emergency Response:** Using the alternates recorded in the pre-assigned successions list on an interim basis which will be a maximum of 30 days. Within 30 days, final appointment of alternates or other successors, as chosen by the Directors or Officers of the Company, must be approved by the Directors or Officers, or an interim successor must be newly appointed or re-appointed until a final successor can be decided upon.
2. **Outside of Crisis Situation:** Successors will be chosen by the Directors and Officers of the Company, who may use the same interim alternate policy used during Emergency Response if they deem that the position cannot go unfilled until a more suitable successor can be found.

Succession of Company Directors and Officers must comply with the articles / memorandum and bylaws of the company. The following have been evaluated when selecting alternates:

* Long term business strategy
* Key areas where change or continuity is required
* Key strengths and weaknesses of personnel and employees and how they relate to the long term strategy and changing or continuous needs
* How best to develop the abilities of personnel to match strategy and needs
* External talent, staffing options

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| **Pre-assigned Succession List** |
| **Position / Title:** | **Currently held by:****(name)** | **Alternate #1:****(name)** | **Alternate #2:****(name)** | **Authorization or Process Required for Succession:** |
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