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## **Policy and Procedure 11.1: Executive Officer Employment Agreements**

### **1. Objective**

Midwest Reliability Organization's (MRO) Executive Officer Employment Agreements Policy is designed to provide the criteria for the use, review and approval of employment agreements for executive officers and executive staff.

### **2. Policy**

Executive officer and executive staff employment agreements are subject to the approval of the board. Such employment agreements should be reasonable in terms, conditions, and duration.

### **3. Procedures**

Executive officer and executive staff employment agreements shall be presented to the board for consideration and approval in executive session. Agreements may be executed by the board chair, a designate of the board chair, or the President and CEO, after board approval.