**Family Employment Advisory Committee Structure**

1. The Committee was formed to address family members’ employment and related issues in recognition of the family/business overlap. The Committee will provide a more objective approach to finding solutions for all. Their recommendations are advisory in nature but are to be strongly considered and will generally be followed unless compelling circumstances require otherwise. The Committee’s recommendations will be passed to Senior Family Management which consists of all Senior Management or higher family employees as well as individuals in the Track 1 family employment process.
2. The Committee shall consist of:
   1. the Corporation Human Resources Officer, who will be the Committee Chairperson,
   2. a non-family member of the Senior Management selected by Senior Family Management,
   3. the Chairperson of the HR Committee of the Corporation Board of Directors, and
   4. a non-family member of the Corporation Board of Directors.
3. The two at large Committee members will serve for two consecutive four year terms. Their terms should be staggered, when possible, to provide for Committee rotation.