



Human Resources Committee

CHAIR: Jose Cancelas, CABP

PURPOSE: To provide oversight and make recommendations regarding the CEO annual review and compensation cycle, to monitor the CEO succession plan process and to partner with the executive staff in the commitment to AABB being a best-in-class employer.

CHARGES:

1. Chief Executive Officer Management
 - a. Ensure there is a timely and formal process to conduct CEO Evaluation.
 - b. Review and make recommendations to the Board of Directors regarding the CEO Compensation (salary, bonus and benefits) based on the outcomes of the CEO Evaluation.
 - c. Participate in the CEO Search process.
2. Human Resources Philosophy
 - a. Partner with Executive staff in the commitment to becoming a best-in-class employer. This includes serving in an advisory capacity on initiatives related to organization culture, employee engagement, compensation philosophy, and total rewards.

Current Personnel as of April 29, 2024

Name	Roles
<u>Chair</u>	
Jose Cancelas, CABP	
<u>Member</u>	
Celina Montemayor	
Ms. Delisa English	
Dr. Aaron Tobian, PHD, MD	
Mr Brian Gannon	
Dr. Richard Schäfer, FRSB,MD	
Dr Meghan Delaney	
<u>Staff Liaison</u>	
Kesha Yagnik	

Time Commitment: To learn about the time commitments for this committee, please contact the staff liaison listed in the roster above.