

**El Camino Hospital Board of Directors  
Executive Compensation Committee Candidate Questionnaire**

**1. Please describe how your professional background demonstrates your knowledge and experience with the following:**

- a. Your experience with developing a compensation philosophy, development of executive compensation program, review of the CEO's incentive programs, benefits, perquisites and contractual terms.
- b. Establishing salary ranges for each executive and placement in the range for the CEO and other executives eligible for the plan.
- c. Making recommendations to a Board for salary changes and/or any performance incentive payouts based on the evaluation of the CEO's performance.
- d. Making recommendations of cost and reasonableness of severance and benefits for executives.
- e. Providing input into the CEO's recommendations regarding annual organization goals and measures for executive performance incentive plans.
- f. Providing input into the CEO's and executive team's annual performance incentive goals to execute a strategic plan, and then recommending these goals for approval by the Board.
- g. The annual review of the CEO's own succession plan. This includes a leadership and development plan.
- h. The annual review of the CEO's succession plan for the executive team, thereby identifying and developing potential executives.

**2. Why are you interested in being considered for a position on El Camino Hospital's Executive Compensation Committee?**



3. **Are there any civil, employment related or criminal incidents in your background that we may uncover in a reference or background check?**
  
4. **Have you ever been involved in a government investigation for business related issues (e.g. SEC)?**
  
5. **Would this position create a conflict of interest with any of your other commitments?**
  
6. **Are you able to make the necessary time Commitment (4-6 meetings per year)?**
  
7. **The El Camino Hospital Executive Compensation Committee membership position is non compensated and has one-year renewable terms. Is this acceptable?**