

HMC Management

Policy

Subject: Island Manager Employment Position

Date: November 11, 2017

The Island Manager position was created in 2000 as a direct result of a lawsuit filed against the Association over the death of an island member on the ferry. Up until that point Ferry operations were managed by an unpaid volunteer committee consisting of members of the association. Following the tragic accident, lawsuits were filed and our ferry insurance carrier cancelled our coverage. Our replacement insurance carrier refused to provide coverage until it could be determined that a paid professional manager, independent of the association, was managing ferry operations.

In addition to the requirements of our insurer, it is the opinion of the Board of Directors that it is in the best interest of the Association and its members that the Island Manager not be a member of the Association in order to avoid any actual conflicts of interest or the appearance thereof. The Island Manager is required to make decisions that affect all members of the Association. If the Island Manager is a member of the Association, their decisions will affect their own interest as well as the interests of their friends, acquaintances and/or neighbors. This may create perceptions of favoritism or the appearance of conflicts of interest.

Therefore, it is the policy of the Board of Directors that the position of Island Manager be filled by a non-member of HMC Management.

Agreed and approved this date:

A handwritten signature in cursive script that reads "Michael Graham". The signature is written in black ink and is positioned above a horizontal line.

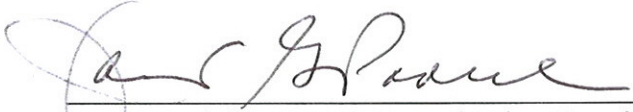
Michael Graham - HMC Board President

[Additional signatures on the following page]

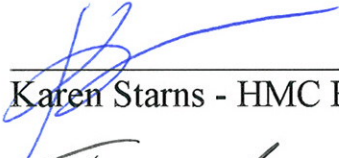
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HMC Management is an equal opportunity employer.



Janet Podell - HMC Board Vice President



Karen Starns - HMC Board Treasurer



Ferd Reichlin - HMC Board Secretary



Michael Gage - HMC Board Member-At-Large