

## **Nominating and Governance Committee Charter**

**Adopted 4/13/04**

## **Nominating and Governance Committee Charter**

### **Purpose**

The Nominating and Governance Committee is appointed by the Board to assist the Board in selecting qualified individuals to serve as Board and Board Committee members and to advise the Board concerning corporate governance matters. In carrying out its purpose, the Nominating and Governance Committee shall (1) identify individuals qualified to become Board members and to serve on Board committees, and recommend to the Board (i) the director nominees for election to the Board, and (ii) directors to serve on Board committees, and (2) develop and recommend to the Board the Corporate Governance Guidelines applicable to the Company.

### **Organization**

The Nominating and Governance Committee shall be comprised of no fewer than three members. Each member of the Nominating and Governance Committee shall satisfy the independence requirements of the New York Stock Exchange and any applicable SEC regulations. The Board shall appoint the members of the Nominating and Governance Committee, and its chairman. The Board may, at any time, change the membership of the Nominating and Governance Committee and fill vacancies, subject to such new member(s) satisfying the independence requirements established by the New York Stock Exchange. The Nominating and Governance Committee shall fix its own rules of procedure consistent with this Charter, the by-laws of the Company, the Corporate Governance Guidelines, and applicable law and regulatory requirements.

### **Committee Authority and Responsibilities**

The Nominating and Governance Committee shall:

1. develop qualification criteria for Board members, and actively seek, interview and screen individuals qualified to become Board members for recommendation to the Board.
2. assess and make recommendations to the Board with respect to Board determination of director independence.
3. have sole authority to retain and terminate any search firm to be used to identify director candidates and approve the search firm's fees and other retention terms.
4. oversee the performance evaluation of the Chief Executive Officer of the Company; the Compensation Committee, with input from all independent

directors, shall evaluate the performance of the Chief Executive Officer at least annually and communicate its conclusion in writing to the full Board.

5. coordinate an evaluation of the effectiveness of the Board and its committees.
6. review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The Nominating and Governance Committee shall annually review its own performance.
7. consider and act on any requests by the Chief Executive Officer or Chief Financial Officer for waivers from the Company's Code of Business Conduct and Ethics, and monitor for disclosure of such waivers as required by the New York Stock Exchange and applicable law and regulations.
8. review periodically with the Chairman and the Chief Executive Officer the succession plans for the President and Chief Executive Officer, Chief Operating Officer and Chief Financial Officer positions, and make recommendations to the Board with respect to the selection and development of individuals to fill those positions.
9. advise the Board and Chairman of the Board on matters of organizational and governance structure of the Company and the conduct of the Board.
10. make regular reports to the Board concerning its activities.