



2011 Board Candidate Qualifications

The Standing Nominating Committee will consider the following key qualifications and personal attributes during the 2011 Board of Trustees candidate nomination process, along with work/volunteer experience and educational background:

- Ability to provide wise, strategic, and independent counsel on a range of complex business issues and decisions even when it means taking a tough position.
- Proven leadership, facilitation, and collaboration skills with a demonstrated capacity to serve in a future Board leadership role.
- Strong team player with excellent interpersonal and communication skills.
- Sufficient time, interest, and loyalty to Group Health Cooperative for full engagement as a significant contributor to the Board. Commitment to upholding the organization's mission and values.
- Financial/business acumen.
- Experience monitoring and supporting organizational change. Ability to function well as part of a group; be an effective team member and ask well thought-out, tough questions.
- Previous board experience.
- Knowledge of health care issues, health care delivery systems, and insurance.
- Knowledge or understanding of Group Health consumer participation.
- Exceptional knowledge/background that will allow the candidate to make a special contribution to the Group Health Board.

For the 2011 nomination cycle the committee will give special consideration to applicants with the following priority qualifications:

The Board of Trustees needs individuals with CEO or senior executive-level experience who have successfully led complex companies or business lines, ideally with \$3+ billion in revenues, and who have proven capabilities in:

- Business strategy development and deployment.
- Joint ventures and partnership development.
- Significant capital investments oversight.
- Profitable customer growth in a highly regulated industry.