

## SELECTION, APPOINTMENT AND ORIENTATION OF A NEW DIRECTOR

### I. PURPOSE

To ensure that there are established procedures for the selection and appointment of a new director in FPG Insurance Co., Inc.

### II. PROCEDURE

- The Nomination Committee shall review regularly the structure, size, and composition of the Board, the audit committee, the executive committee and the remuneration committee and make recommendations to the Board with regard to any adjustments that are deemed necessary.
- The Nomination Committee is expected to be continuously on the lookout for candidates that they consider may be valuable members of the Board.
- Once a potential candidate has been identified, said candidate is expected to provide a copy of his Curriculum Vitae containing his skills and experience.
- The Board, usually done as part of a meeting, would review the qualifications and interview the candidate. The Board explains details of the Company, its operations, its mission and strategic plans, policies and expectations and other background information.
- After the interview, the Board shall consider the appointment subject to the Director's election as provided in the Company By-Laws.
- Once the appointment of the new director is concluded, the new director is expected to sign the Terms and Conditions for Appointment as a Director. The new director will be provided with the Corporate Governance Manual, Company Articles of Incorporation, By-Laws, Last Audited Financial Statements and other relevant policies and procedures.
- The new director is introduced on the Annual Regular Board Meeting to all current board members and staff.

### III. RESPONSIBILITY

All Board Directors and the Nomination Committee is expected to comply with this procedure.