

Natural Resources Council of Maine

Policy regarding Possible Candidates for Executive Director Who Are Currently Employed by the State

July 8, 2010

Definition: “State Employee” means either a current executive employee of the State of Maine or a person who has been an executive employee of the State within the past 12 months.

1. If a State Employee expresses an interest in becoming a candidate for Executive Director in any communication with an NRCM employee, the employee shall refer him or her to Jerry Pieh of Miller Isaacson, the search firm retained by NRCM. The NRCM employee shall make it clear that the State Employee should address any further communications on this topic solely to Mr. Pieh, and the NRCM employee shall not discuss the matter further with the State Employee or any other person other than, if requested, Mr. Pieh.

Mr. Pieh may be contacted at JPieh@IMSearch.com.

2. No NRCM employee shall contact or solicit any State Employees to become candidates. Any such contact or solicitation, if and when it occurs, shall be through Mr. Pieh.
3. NRCM employees may contact Mr. Pieh to suggest State Employees who should be considered as candidates.
4. Mr. Pieh shall not discuss the actual or potential candidacy of State Employees with any employee of NRCM, other than those on the Search Committee, except as provided in ¶ 1 or as needed in confidence to evaluate the candidate in the course of the search process.
5. NRCM and Isaacson Miller shall comply with all applicable law with regard to possible candidates who are employed by the state, including 5 M.R.S.A. § 18, and shall use its best efforts to ensure that the candidate also complies.