

## CONNECTICUT HEALTH INSURANCE EXCHANGE

### **Policy: HIRING AND PROMOTION; DISCIPLINE AND TERMINATION**

**Hiring and Promotion.** At least annually, the Board of Directors shall establish and approve a schedule of positions and total staffing levels for the Exchange. The Chief Executive Officer (CEO), acting on behalf of the Board, may from time to time fill such positions or vacancies as approved by the Board. The CEO shall have the ability to fill any such position with any individual, including a consultant, existing employee or new hire, on an “acting” basis as required from time to time.

New positions or vacancies shall be posted internally and publicly advertised in a manner reasonably designed to reach a range of possible applicants. A current employee is eligible for promotion to an existing or new position only if such employee has at least six (6) months of service with the Exchange and meets the minimum qualifications for such position.

Notwithstanding any other provision of this policy or any employee handbook or other personnel policies of the Exchange, any appointment to the position of CEO, the manner of the conduct of any search for qualified applicants for such position, and terms and conditions of employment for such position, shall be in the discretion and subject to the approval of the Board; provided that with respect to the initial appointment of a CEO, the Board of Directors shall nominate three (3) candidates to the Governor, who shall make a selection from such nominations.

All hiring and promotion decisions will be made in keeping with the goals established in the Exchange’s Affirmative Action Policy and applicable statutes.

**Discipline; Termination.** Except pursuant to a written agreement signed by the CEO, employment with the Exchange is at will, which means that either the employee or the Exchange can terminate the employment relationship at any time and for any legal reason, with or without cause. Subject to applicable law and without altering the at-will employment policy, the CEO (or the CEO’s proper designee) has the right and authority to impose any level of discipline, up to and including employment termination, based upon the severity of the offense requiring discipline and the employee’s past work record.