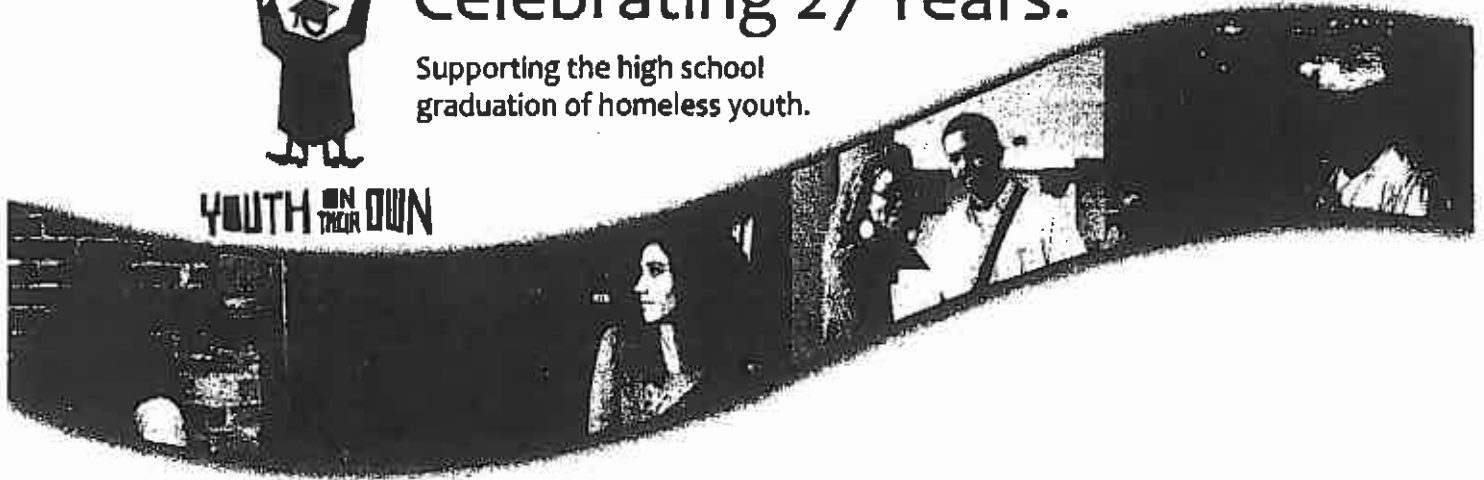




# Celebrating 27 Years!

Supporting the high school graduation of homeless youth.

**YOUTH ON THEIR OWN**



July 25, 2012

Regarding: Organizational Policy on Executive Director Review

To Whom It May Concern:

It is the formal policy of Youth On Their Own to review the position of Executive Director on an annual basis. The annual review is conducted by the Board of Directors. Each board member is surveyed on standard review form that evaluates several criteria. The total results are summarized into one.

The annual review is typically conducted during the month of May.

Sincerely,

Terry Hlivko  
Youth On Their Own  
Board of Directors  
President