

MINUTES OF THE 48TH KENIC BOARD MEETING HELD ON 4TH MARCH 2011 AT 8.30 A.M. AT THE KENIC BOARDROOM

PRESENT

Mr. Sammy Buruchara (Chairperson)
Ms. Alice Munyua
Mr. Ali Hussein
Mr. Michael Katundu
Mr. Charles Nduati
Mr. Moses Kemibaro
Mr. Kevin Chege
Mrs. Lucky Kulecho (Secretary)

ABSENT WITH APOLOGIES

Mr. Charles Njoroge

The chairperson called the meeting to order at 8.34a.m. on the realization of quorum.

MINUTE 415/48/2011 NOTICE OF MEETING

Notice of the meeting was taken as read.

MINUTE 416/48/2011 AGENDA

The agenda was adopted as proposed.

MINUTE 417/48/2011 INTERNAL INTERVIEWS FOR THE POSITION OF KENIC CEO

The Board discussed modalities of the interview and agreed to pose interactive questions focusing on how the candidates would go about implementing the KENIC strategic Plan and building the confidence and respect of KENIC staff, board, customers and other stakeholders. The Board further agreed on a pass mark of 75 % and through the questions, assessed the candidates' personality, academic qualifications, leadership qualities, technical and professional experience, creativity and innovation.

Assessment was done individually by Board Directors and each candidate was marked out of 100. The results were as follows:

Interviewee	Total marks	Average mark	Position
David Wambua	569	71.125	1
Paul Museeh John	350	43.75	3
Joe Kiragu	384	48	2

The Board noted that no candidate had attained the pass mark and after due deliberation made the following decisions:

- (i) To terminate the acting CEO's engagement without notice, pay him for the month of March 2011 and 3 months' salary in lieu of notice. The CEO would be required to hand over within a week and thereafter be on call for the rest of the March 2011. The handing over report would be shared with the Board Chairman and Mr. Katundu who were requested to oversee the handing over process.
- (ii) Mr. Wambua would take over as acting CEO in line with the KeNIC acting policy.
- (iii) The Board would immediately commence the recruitment process. In this regard, the Board opted to carry out a head hunt for the CEO and mandated Mr. Ali to take up the process in consultation with the Board.

MINUTE 418/48/2011 ANY OTHER BUSINESS

There being no other business, the meeting ended at 12.20 p.m.

Confirmed on this _____ day of _____ 2011.

Sammy Buruchara
Chairman

Lucky Waindi
Secretary