



CEO Search Committee Meeting Agenda
May 13, 2026
9:30 a.m. – 10:30 a.m.

1. Welcome

Co-Chair Meredith Chartrand-Frisch
Co-Chair Lawrence Dennis

2. Public Comments

Public comments will not be taken for today's meeting since there are no actionable items.

3. Review of April Minutes

Co-Chair Meredith Chartrand-Frisch

4. Employee Services

Leah Hayes, Director of Employee Services
Tara Johnson, Chief of Talent Management

- a. Top 10-15 of ranked candidates plus veterans moving forward
- b. Interview Process

5. Next Steps

- a. Timeline Review
- b. Interview Questions
- c. Next Meeting

6. Adjourn



CEO Search Committee Meeting Minutes
April 15, 2026, 9:00 a.m. – 10:00 a.m.

1. Introductions and Instructions

Meredith Chartrand-Frisch, CEO Search Committee Chair

Ms. Chartrand-Frisch began the meeting by expressing her gratitude to the attendees for their participation.

Board Members Present – Meredith Chartrand-Frisch, Lawrence Dennis, Cynthia Nixon, Josh Martino, Carson Tranquille, Marsha Oliver, Kevin Gay

Others Present – Leah Hayes, Debbie Long, Tracey Bolton (Employee Services)

2. Public Comments

Ms. Chartrand-Frisch explained that public comments will be taken for each item on the agenda. Comments must be made about the specific agenda item. The audience will have an opportunity for public comment on general topics at the end of the meeting. There were no public comments.

3. CEO Search Update - Review Candidate Applications

Leah Hayes, Employee Services

Ms. Hayes provided an overview of the CEO application process thus far. The application window closed on March 30th, yielding a total of 235 submissions. From these, Employee Services identified 141 candidates who fulfilled the minimum qualifications for the role. A notebook, containing a list of Highly Qualified candidates along with their supporting documents, was distributed to all Board members in attendance. The notebook included a roster of qualified veterans, as well as the names of all Qualified and Minimally Qualified candidates. Board members also received a thumb drive which housed applications for all 235 submissions.

Ms. Chartrand-Frisch proposed that Employee Services create a Scoring Matrix to objectively evaluate applicants, a suggestion that was subsequently embraced by the committee. The Employee Services team committed to developing and presenting this Scoring Matrix at the Board meeting scheduled for April 22nd. Once the matrix is officially approved, Board members will utilize it to assess and rank applicants, with completed scored applications due

to Leah Hayes by May 8th. The Board's objective is to refine the pool of qualified candidates to 10-15, plus 12 veterans, after which Employee Services will conduct virtual interviews. These interviews will be recorded for review by Board members. Following the virtual interviews, the Board will select 3-5 candidates for in-person interviews with Board members and a contingency of KHA employees. The next meeting of the CEO Search Committee is set for May 13, 2026, at 10:00 a.m.

The Board conveyed their appreciation to Leah Hayes and the Employee Services team for their outstanding work in compiling and evaluating applicants to date.

4. General Public Comments

There were no public comments.

5. Adjourn

Meredith Chartrand-Frisch officially concluded the meeting at 10:15 a.m.