

A CASE STUDY

REC Manager Retires

Situation

1. You are president of the Board of Trustees of your local REC.
2. The manager of your co-op announced last week he is leaving October 1, 1975 - Retiring after 20 years as manager.
3. You have Joe Doaks, 40 years old, a local man who has been with the REC for 22 years.

Joe grew up on a farm south of town and joined the co-op when he got out of high school. Joe's first job was driving a truck. Since then he has done about every job at the REC. He knows everyone. He is popular with customers. Joe has been staying home running the business while the manager attends co-op meetings, manager meetings, etc.

Some members have said Joe deserves a chance to manage. He has been a hard-working employee, honest as the day is long.

Elmer Hinkenloper - Manager of an REC in a neighboring state, heard about the opening and called on you to tell you of his interest and availability.

You are having a regular board meeting today, the first since you knew for sure your manager was retiring.

A -- What are you as president of the Board going to do?

B -- What action should the Board of Trustees take?