

December 2009

**To:** Candidates and Alternates for the office of International Board Director

**From:** David Ness, Legal Counsel and SON Corporate Matters Committee

**RE:** SON Board of Directors' Candidate Application

At the Fall 2009 Sons of Norway International Board meeting a resolution was passed requiring all candidates and alternates for the office of Sons of Norway International Board Director to complete the attached Candidates' Application. Included in that resolution is the requirement that the application be completed, and a copy of the application distributed to the District Convention prior to the election to these offices.

The Sons of Norway is a \$300 million fraternal insurance company. Since the insurance side of the organization sells and administers insurance products, we must be mindful of corporate governance. Insurance regulators and auditors require that our International Board of Directors be selected in a manner consistent with good corporate governance principles. One of these principles is to ensure that delegates make an informed decision prior to voting for a candidate for Director. The attached Candidates' Application will assist in that objective.

Everyone elected as a Sons of Norway Board Director is required by law to complete the following:

- Fingerprinting and related background check
- Financial services disclosures
- Employment history
- Conflict of interest documentation

Besides the leadership and expertise a candidate brings to the office, there are personal characteristics that are desirable:

- Mission driven with a passion for the Sons of Norway
- Time and self management skills
- Results oriented
- Can be a leader or follower, as needed
- Interpersonal skills
- Willingness to learn
- Comfortable with conflict

If you have any questions, please contact us.

Fraternally,



Marit Kristiansen, Chair  
Corporate Matters Committee



David Ness  
Legal Counsel