



June 13, 2022

Board of Directors
Attn: Robert Redwine
Blount Memorial Hospital
907 E Lamar Alexander Pkwy
Maryville, TN 37804

Dear Board of Directors:

Since the announcement of Don Heinemann's retirement and the Board's subsequent appointment of a CEO for Blount Memorial Hospital, we have been contacted by numerous Blount County citizens, businesses, and also some of us have been contacted by members of our respective legislative bodies expressing concerns about the process the Board of Directors followed for the selection of a CEO replacement. Two of the main concerns include: (1) whether a proper Public Notice was given for the special called meeting and (2) whether the By-Laws of the organization were followed in the selection process of the CEO.

Enclosed is a copy of the latest By-Laws we have. Section 4.6 titled "Administrator" sets forth the criteria for the chief executive officer in detail, and specifically Section 4.6-3(e) states "Flow Process of CEO Selection: See next three pages" (pages 21-23).

The flow process indicates the steps necessary for the Board of Directors to take if an "event occurs requiring a new CEO". Some of those steps quoted include:

- A special called session of the Board to review:
 - Selection Process
 - Important CEO skills/experience
 - Compensation package/contract
- Can/should current CEO can/should provide an overlap?
- Board chooses a selection committee, defines the scope of activities, and sets timeframe (Human resources provides staff assistance and advice to the entire)

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Please advise if our copy of the Hospital's By-Laws has been amended and/or changed since 2020. If this version is current, the examples listed above are just a few examples from the "flow process". If this process was followed, please clarify.

Blount Memorial Hospital is one of the top employers in Blount County. As a premier health care provider for Blount County and surrounding areas, the community has a valid interest and investment into the organization's success and processes. As Mayors of our respective Governments, who want to see our hospital continue to be a valuable asset to our community as it has been for 75 years, we also have a vested interest in the reputation and integrity of the Hospital. It is our feeling that the process was not handled in accordance with State law for adequate notification of the special-called Hospital Board meeting and that there was failure to follow the hospital's own By-Laws in the selection process of the new director. As a major company in our community and component of Blount County Government, it is important for compliance in both following State law and the adopted By-laws when conducting business. It is what our citizens expect and deserve.

We would respectfully ask for a response in no more than seven (7) days from the date of this letter and ask that full consideration be given to the review of this process with full transparency. We hope you would share our opinion that the community deserves as much.

Clint Abbott
Mayor, City of Alcoa

Ed Mitchell
Mayor, Blount County

Andy White
Mayor, City of Maryville