

# PERFORMANCE EVALUATION PROCESS OVERVIEW

## **Evaluation of Performance of the Board**

The Nomination Committee takes responsibility for ensuring that the Board's performance is evaluated at least every two years. The evaluation of the Board performance involves discussion of the objectives of the Board at the start of each period and assessing the outcomes at the end of each period.

## **Evaluation of Performance of Individual Directors**

Assessment of the individual Directors' performance is a process determined by the Chairperson in agreement with the members of the Nomination Committee. This review is based on interviews between individual Directors and the Chairperson, questionnaires, and subsequent agreement with the individual evaluated.

The Nominations Committee makes recommendations to the Chairperson of the Board ways in which skills, experience, and expertise levels of existing Directors can be enhanced by both initial induction and ongoing education.

## **Evaluation of Performance of Board Committees**

The terms of reference for each Board Committee requires the relevant Committee to annually review its performance and make recommendations to the Board for improving the effectiveness of that Committee.

## **Evaluation of Performance of Executives**

The Chairperson facilitates the performance evaluation of the CEO/President with ultimate oversight by the Board.

All employees, including executives, benefit from an annual performance planning and review conducted by their immediate superior. This review is based on completion of job specifications and goals and contribution to specific strategic plan objectives. A development plan is updated annually to ensure that the most appropriate training and succession planning occurs.