



Annexure A

Performance Evaluation Process – President and CEO:

Performance Evaluation Process – President and CEO		
Date (on an Annual Basis)	Stage	Responsibility
Performance Plan - Development		
March-June	President and CEO develops current year proposed performance goals & targets.	President and CEO
April-June	Human Resource & Compensation Committee discusses proposed current year Performance Development Plan goals, and makes recommendation to the Board of Directors.	Chair of the Human Resource & Compensation Committee
April-June	Board Approves CEO's current year Performance Development Plan.	Board
Performance Plan - Evaluation		
April-June	President and CEO Completes self-evaluation against previous year's Performance Development Plan goals and submits to Human Resource & Compensation Committee.	President and CEO
May-June	Survey Board on President and CEO for previous year.	Chair of the Human Resource & Compensation Committee through the Executive Coordinator for the VP People
May-July	Previous year's performance feedback compiled, and performance evaluation finalized for recommendation to the Board.	Chair of the Human Resource & Compensation Committee through the Executive Coordinator for the VP People
June-July	Board approves previous year's President and CEO evaluation.	Board
June-July	Board Chair and Chair of the Human Resource & Compensation Committee meet with President and CEO to review previous year's performance evaluation.	Board Chair and Chair of the Human Resource & Compensation Committee