

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	President and CEO develops current year proposed performance goals & targets.	President and CEO
March-April	Human Resource and 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	Board Approves CEO's current year Performance Development Plan.	Board
Performance Plan - Evaluation		
May +1	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 +1	Survey Board on President and CEO for previous year.	Chair of the Human Resource & Compensation Committee
May +1	Surveys other key stakeholders on President and CEO's Performance for previous year.	Chair of the Human Resource & Compensation Committee
June +1	Previous year's performance feedback compiled, and performance evaluation finalized for recommendation to the Board.	Chair of the Human Resource & Compensation Committee
July +1	Board approves previous year's President and CEO evaluation.	Board
July +1	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