



Human Resources and Compensation Committee

The Human Resources and Compensation Committee is appointed by the Board of Directors to assist the Board in carrying out its responsibilities by:

- Reviewing compensation and human resources issues in support of the achievement of the Corporation's business strategy and making recommendations to the Board as appropriate.
- Reviewing and approving corporate goals and objectives relevant to Chief Executive Officer Compensation.
- Evaluating the Chief Executive Officer's performance against those goals and objectives.
- Making recommendations to the Board with respect to the Chief Executive Officer's and Executive Vice-Presidents' compensation.
- Reviewing pension issues and overseeing the investment management of the Corporation's savings and investment plans.

Committee Mandate ([PDF](#))

Chair of the Board of Directors and Committee Chair General Guidelines ([PDF](#))

Current Member¹	Independent
Fred Fowler	Yes
Lee McIntire	Yes
Margaret McKenzie	Yes
Suzanne Nimocks (Chair)	Yes
Bruce Waterman	Yes

¹ Clayton Waitas is an ex officio member of all Board Committees except for the Nominating and Corporate Governance Committee of which he is the Chairman. He attends meetings as his schedule permits and may vote when necessary to achieve a quorum.

May 2, 2017