

## MAP OF GOVERNANCE RESPONSIBILITIES

<i>Responsibility</i>	<i>Prepare / Propose / Inform</i>	<i>Recommend</i>	<i>Review / Advise</i>	<i>Approve / Decide**</i>	<i>Execute / Report***</i>
<b><i>Organizational direction and performance</i></b>					
Legislative changes	Executive management or Board	Board	Board	Executive Gov't	Executive Gov't
Vision, mission, and values of the organization	Executive management	CEO	Board	Board	Executive management
Strategic direction	Executive management	CEO	Board	Board	Executive management
Organization structure	Executive management		Board	CEO	Executive management
Business processes and practices	Executive management		Board	CEO	Executive management
Multi-year business plan	Executive management	CEO	Board	Board	Executive management
Annual operating and capital budgets	Executive management	CEO	Board	Board	Executive management
Corporate performance measures (e.g., scorecard)	Executive management	CEO	Board	Board	Executive management
Annual report	Executive management	CEO	Board	Board	Executive management
Monitoring of administrative compliance with legislation and Board policy	Executive management		Board		Executive management
<b><i>Corporate communications</i></b>					
Strategy and corporate image	Executive management	CEO	Board	Board	Executive management
Stakeholder communications	Executive management	CEO	Board	Board	Executive management and Board
<b><i>Human resources management and performance</i></b>					
CEO appointment	Chairperson on behalf of Board	Chairperson		Board	Chairperson
CEO salary	Chairperson on behalf of Board	Chairperson		Board	Chairperson
Executive appointments	CEO		Board	CEO in consultation	CEO

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				with Board	
Executive salary ranges	CEO		Board	CEO in consultation with Board	CEO
CEO performance objectives and evaluation	Board in consultation with CEO		Board in consultation with CEO	Board in consultation with CEO	Chairperson
Executive performance objectives and evaluation	CEO in consultation with executives		Board	CEO in consultation with executives	CEO
Corporate HR strategies*	Executive management	CEO	Board	CEO	Executive management
Collective bargaining mandate	Executive management	CEO	Board	Board	Executive management
Collective bargaining agreement	Executive management	CEO		Board	Executive management
Board performance objectives and evaluation	Board in consultation with CEO		Board in consultation with CEO	Board	Board
Succession plan – management	Executive management	Executive management	Board	CEO	Executive management
Succession plan – CEO	CEO and/or Board	CEO and/or Board	Board	Board	Board
<b><i>Financial management and performance</i></b>					
Asset management for real property	Executive management	CEO	Board	Board and, where required by legislation, the Lieutenant Governor in Council	Executive management
Investment management policies	Executive management	CEO	Board	Board	Executive management
Purchasing policies	Executive management	CEO	Board	Board	Executive management
Appointment of external auditor	Executive management	Board		Executive Gov't	CEO and executive management
Classification of employers (industry)	Executive management	CEO		Board	CEO and executive management

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groupings)					
Classification of employers (individual employers)	Executive management	Executive management	Board	CEO	CEO and executive management
Assessment of employers (rate setting)	Executive management	CEO		Board	CEO and executive management
Compensation to workers (benefit levels)	Executive management	CEO		Board	Executive management
Rate rebates to employers	Executive management	CEO		Board	Executive management
Performance to budget	Executive management	CEO	Board	Authority for adjustment <sup>(1)</sup> CEO ≤ 1% Board > 1%	Executive management
Operating policies other than rate/benefit setting	Executive management	Executive management	Board	CEO	Executive management
<b>Appeals to the Board</b>					
Appeal of classification decision	Individual employers		Board	Board	Executive management
Appeal of compensation / benefit decision	Individual workers or employers		Board	Board	Executive management
<b>Risk management</b>					
Identification of risks	Executive management	CEO	Board in consultation with executive mgmt	Board	Executive management
Completion of risk management plan	Executive management	CEO	Board	CEO in consultation with Board	Executive management
Day-to-day risk management based on established policy	Executive management		Board	Executive mgmt	Executive management

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<b>Board operations</b>					
Board meeting agendas	Executive management	CEO	Board	Chairperson on behalf of Board	CEO and Board
Terms of reference for Board committees	CEO / Executive management	CEO / Executive management	Board	Board	Board with support from executive management

\* *Corporate HR strategies include performance management system, compensation model, etc.*

\*\* *On all approval / decision items, the responsible party also monitors progress*

\*\*\* *On all execute items, the responsible party also reports on progress*

Note (1): The CEO is granted discretionary authority to increase the administration budget to a maximum of 1%. The amount within the CEO's discretion shall not be used for Executive salary increases or Collective Bargaining mandate adjustments. These items are dealt with according to the Responsibility Map.