

# Evaluation and Performance Assessment

## Board Self-Evaluation

The Board conducts an annual self-assessment to determine whether it and its Committees are functioning effectively. The evaluation process has three parts. Each Director evaluates the Board and the Committee to which he belongs, as a whole. The Committee assessment will also include an annual review of its compliance with the Committee charter.

The Governance Committee reports these results to the Board and the results of the process are used to make improvements in the governance processes. Each Director also evaluates other Directors' performances in the context of Committee work. This assessment will focus on the individual Directors' contribution to the Committee. The summary of these results is used for both development purposes as well as in the reappointment and election process.

All evaluations serve as a training tool. Directors are able to anticipate what is expected from them while serving on the Board and are also alerted to areas for improvement.