

PEER EVALUATION REVIEW

Name (optional):

For each item identified below, please use the numbers in the rating scale (or DK) to the right to evaluate your Board colleagues.

PROCESS:

- The Peer review is completed annually by all Board Members who have served at least one year.
- The Corporate Governance Committee (CGC) Chair will receive each Board member's completed review on a confidential basis. The Chair may contact individual Board Members where clarification or interpretation may be required.
- Each Board Member will receive his/her results as compared with the average of the results for other Board Members.
- The CGC Chair will share the results with the CGC and will take any necessary steps to communicate opportunities for improvement as necessary.

RATING SCALE:

Questions 1 - 7

3 = Outstanding, exceptional contribution in this regard

2 = Fully satisfactory, no improvement required

1 = Improvement needed

DK = Don't know

Question 8:

Yes / No

Survey Item	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name	
1. Demonstrates a solid understanding of his/her Director responsibilities; understands the distinction between governance and management and acts appropriately in his/her governance role.																	
2. Appropriately questions data and information presented to the board for its deliberation.																	
3. Contributes knowledgeably and constructively to board discussions; is willing to take a stand or express a view; shows independent thinking; provides strategic insight and direction.																	
4. Listens effectively to others' ideas and viewpoints; encourages contributions from other Directors.																	
5. Places personal interests behind the interests of the organization (for example, when the Board makes a decision, he/she supports the decision even if he/she may not personally agree).																	
6. Demonstrates strong interpersonal skills and works effectively with senior management and other board members.																	
7. Overall makes a valuable contribution to the functioning of the Board.																	
8. Are you aware that he/she has breached confidentiality relative to Board/Company matters? (YES/NO question please note!)																	

Comments: