



HUMAN RESOURCE COMMITTEE AGM REPORT NOVEMBER 17, 2019

Committee Members

Dean Hustwick, Board Chair
Lisa Ferdinand, Committee Chair
Gary Nash, Director Internal Audit, Bell
Paul, Osland, CEO – Ex-officio
Robert Wesley, VP Human Resources, Algoma Steel Inc.

Committee Meetings

1. April 16, 2019
2. October 13, 2019

Attendance at Committee Meeting(s)

Dean Hustwick	(1/2)
Lisa Ferdinand	(2/2)
Gary Nash	(2/2)
Paul, Osland	(1/2)
Robert Wesley	(2/2)

Summary

The committee reviewed, recommended and oversaw specific human resources initiatives aligned with Athletics Ontario's strategic priorities, organizational structure, vision, and mission. Much of the work undertaken by the Committee this past year focused on the development and implementation of staff performance management programs and processes.

A Benefits Policy (Performance Incentive) along with an RRSP Plan was enacted by the Board and took affect in following the deliver of the draft Financial Audit. The Policy and Plan are now included in the Employee Handbook (AO HR Policy).

The Committee worked offline for several months to research and develop an Executive Performance Incentive Plan. The Plan objectives are to:

- Support the strategic priorities of Athletics Ontario by setting performance objects aligned with attaining the Associations strategic goals.
- Provide a mechanism to enhance Athletics Ontario's ability to provide competitive compensation to attract and retain the highest quality Executives.



- Focus the attention and efforts of the Executive on the issues that are most important to the mission of Athletics Ontario by placing a significant portion of the Executive's compensation on attaining specific goals.

The Committee remains committed to developing and implementing appropriate, timely programs and best practices for Staff as they work to advance AO's interests.

Respectfully submitted,

Lisa Ferdinand
Human Resources Committee, Chair

cc: HR Committee