

## **ELECTION OF DIRECTORS OF ATHLETICS ONTARIO**

As the members of the Governance and Nominations Committee who are not up for re-election at the 2020 AGM, Robin Campbell and Brian McClelland formed the 2020 Nominations Committee. They were joined by Paul Osland, CEO (ex-officio and non-voting). They were assisted in the interviewing and assessment process by two AO Members, neither of whom is on the Board or is staff of AO.

The business and affairs of Athletics Ontario (AO) are managed by a Board of Directors comprised of six (6) to nine (9) Directors. The number of elected Director positions to be filled at any time is to be determined by Special Resolution of the Board (S. 5.01 of the By-laws). The Board has determined that the Board should be comprised of nine (9) Directors.

There are four (4) Directors with one year remaining on their two (2) year terms; three (3) Directors who have confirmed they wish to stand for re-election; and one (1) Director not seeking re-election. At the 2020 Annual General Meeting (AGM) of Members on November 21, up to five (5) directors can be elected.

On September 1, 2020, AO posted on its website an invitation for applications for the Board. The invitation for applications was also announced in AO's weekly "Town Hall" on Wednesday, September 2 and posted on the job search site "Indeed" on September 1. The deadline date for applications was specified to be September 18.

The Nominations Committee received applications from eleven (11) applicants who completed the AO Board of Directors Application Form by the deadline date and from three (3) applicants who submitted their form shortly after the deadline date. Of the fourteen applicants, the Nominations Committee determined to interview eight (8).

AO is committed to a skills-based governance model to ensure sound oversight and effective decision-making. AO is also looking to maintain gender parity and to increase the diversity of the Board so that it better reflects the diversity of the AO membership. The Nominations Committee and the two independent AO members reviewed each application carefully and interviewed candidates and compared interview notes to assess the candidates' experience, skills and competencies against those of the remaining Board members and to assess the time they would be able to commit to their duties as a Director and member of at least one committee. In addition, the Nominations Committee checked the references of the candidates recommended to be on the slate, and AO's Marketing & Communications Coordinator, conducted a social media search of each of the candidates interviewed.

The Nominations Committee was very pleased with the level of interest and the quality of the applications received. In addition to highly qualified individuals who will bring important skills, experience and diversity to the Board this year, there is also a high degree of interest by the candidates interviewed in joining certain of AO's committees and being candidates for the Board in future years.

After the interview and review process, the Nominations Committee agreed on two of the applicants that the Committee would recommend be added to the slate of nominees. Accordingly, the Nominations Committee recommends the following slate of five (5) nominees for election at the AGM:

- Jason Bunston (re-election)
- Scott Currier (re-election)
- Dean Hustwick (re-election)
- Meshell Lynch-James
- Patti Moore

The recommended slate of five (5) nominees shall be deemed elected as Directors of Athletics Ontario if approved by a majority of the votes cast by the Members. In the event that the slate does not receive majority approval, the names of the nominees on the slate shall be submitted for election individually, and approved or rejected by a majority of the votes cast by the Members present.