

POLICY

CEO PERFORMANCE REVIEW AND COMPENSATION

Statement:

The CEO is accountable to the Board of Directors as a whole for providing leadership and vision to OCF and for ensuring that its culture is that of an externally focused, continuously improving and results-driven organization.

The CEO plans, staffs, directs and is responsible for OCF's outcomes. Performance in these areas of accountability is reviewed annually, based on the criteria set out in the position description.

The Governance Committee ensures that the process is carried out by the Board of Directors or its designate(s). The review is followed by the determination of compensation for the following year. The CEO is not present when the Board reviews performance and compensation.

ORIGINAL EFFECTIVE DATE: May 28 1998
LAST REVIEWED: February 2018
SUBJECT TO REVIEW: February 2023