College of Opticians of Ontario

BRIEFING NOTE

TO: **Board of Directors**

FROM: **Amy Stein, Deputy Registrar**

DATE: **November 30, 2026**

SUBJECT: **2027 Performance Evaluation/Compensation Sub-Committee**

☒ For Decision ☐ For Information ☐ Monitoring Report

Purpose:

To select the Executive Member at large who will serve on the Performance Evaluation/ Compensation Sub-Committee in 2027.

Background:

The Registrar, CEO Performance Evaluation Process Policy sets out the process for conducting the annual performance evaluation of the Registrar, CEO. Under that policy, the performance evaluation is coordinated and prepared by a Performance Evaluation/Compensation Sub-Committee (the "Sub-Committee") that is made up of:

- The Chair
- The Vice-Chair
- One member-at-large of the Executive Committee, selected by the full Board.

For Consideration:

The Board is asked to select one member-at-large of the newly elected Executive Committee who will serve on the sub-committee together with the Chair and Vice-Chair.

The selection process will proceed as follows:

- Any Board member may nominate a member-at-large of the Executive Committee
- The nomination must be seconded
- The nominee will be asked whether they accept the nomination

If more than one individual is nominated, the matter will be put to an election by secret ballot.

Public Interest Considerations:

The Board has recognized through its governance policies that it considers the Registrar, CEO's performance to be synonymous with organizational performance, and that only the Board, acting as

a body can employ, terminate, discipline, or change the conditions of employment of the Registrar, and CEO.

Diversity, Equity, and Inclusion Considerations:

When selecting individuals to sit on committees or sub-committees, the Board is encouraged to consider diversity, equity, and inclusion. Diversity in experiences, views, and approaches will enhance the committee's work and its ability to carry out its mandate.

Risk Management Considerations:

Regular and effective evaluations of the Registrar, CEO's performance helps to ensure the Board can carry out its risk management function to monitor that operational and strategic objectives are being met.

Action Required:

That the Board selects the Executive Committee member who will serve on the Performance Evaluation/Compensation Sub-Committee.