

The AESO is a “public agency” within the meaning of the *Alberta Public Agency Governance Act* (“APAGA”). As such, it undertakes a recruitment process for potential new Members or the reappointment of eligible current Members. S. 13 (2) of APAGA provides the following:

“Recruitment of members

13(2) The steps that are taken or intended to be taken in a recruitment process and any identified skills, knowledge, experience or attributes required of a member to be appointed must be made public either before or after the member is appointed.”

The following is an overview of the steps typically undertaken by the AESO Board in identifying individuals to recommend to the Minister responsible under the *Electric Utilities Act* (“Minister”) for appointment as a Member of the AESO. In addition to the following, the AESO is guided by the “Guidebook for Appointments to Alberta’s Public Agencies.”

New Member Appointment

- A Recruitment Committee (“RC”) is established comprised of the AESO Board Chair and members of the AESO Governance and Nominations Committee, if not conflicted.
- The AESO Board Chair identifies a timetable to complete the recruitment process.
- Candidates are actively recruited by the RC in conjunction with the Public Agency Secretariat (PAS), which means that the RC and PAS identify candidates through professional networks or in consultation with the Government. The RC and PAS may modify this process, as necessary, in order to identify candidates effectively and efficiently.
- Candidates are considered based on how well they meet the skills, knowledge, experience and attributes listed in Appendix A as well as any other competencies that are identified by the RC.
- A combination of the RC, PAS and Deputy Minister interviews each candidate. The RC may also engage other AESO Board Members or legal counsel, as appropriate, for their input.
- A vital consideration regarding each candidate is their “independence”; that is, each candidate must be assessed and determined by the RC, with advice from legal counsel as appropriate, to be “independent of any person with a material interest in the Alberta electric industry”.
- The RC submits their recommendations to the AESO Board. Subject to the approval of the AESO Board, the recommendations along with a package of background and supporting information are presented to the Minister by the AESO Board Chair, as appropriate.
- In the event the Minister chooses not to appoint any of the candidates recommended by the AESO Board, the RC shall follow the above process, subject to amendments that are reasonable and appropriate in the circumstances.

Member Reappointment

- With regard to the reappointment of a current Member who has expressed an interest in being reappointed, the “New Member Appointment” steps above comprise the framework utilized, subject to appropriate modifications. For example, if it is determined by the RC, in consultation with the other Members of the AESO Board, that the Member’s skills, experience, knowledge and other attributes are such that continuing as a Member is advisable and warranted, a full recruitment process may not be undertaken.
- However, the approval of the AESO Board and submission to the Minister of a package of background and other supporting material for such individuals is still undertaken.

The foregoing steps are intended to support the Minister in making the appointment of Members of the AESO and are undertaken on the understanding that nothing is intended to limit the Minister’s discretion and authority to make such appointments pursuant to the *Electric Utilities Act*.

Dated this 7th day of June, 2022.

APPENDIX A
AESO BOARD MEMBER RECRUITMENT
SKILLS MATRIX

Electric Industry Knowledge
Project/Procurement Management
Clean Technology - Renewable Energy
Energy Business
Information Technology
Cyber Security
Government/Regulatory Relations
Stakeholder Relations
Disruptive Technology
Governance
Financing/Capital Markets
Risk Management
Financial Literacy/Audit
Human Resources/Compensation
Strategic Leadership Skills