

### **Annual Board Assessment Process**

The board conducts an annual self-assessment process, encompassing the performance of the board as a whole, its chair, and each of its committees. This process provides directors with an opportunity to conduct a focused evaluation of board effectiveness and to make recommendations for improvement.

The process begins with an extensive questionnaire which is completed by each director, as well as by the CEO. The questionnaire has been developed with reference to both the terms of reference for the board and best practices.

The results are confidentially summarized by either the chair of the Human Resources and Governance Committee or by an unrelated advisor, and reviewed with the Human Resources and Governance Committee.

The results are then presented to the board during its annual strategic retreat in September. They become a basis for discussion and identification of steps to improve the board's operation and the governance of the ITA.

Outcomes from the board's most recent assessment, conducted in the fall of 2005, included refinements to its committee structure and the initiation of further work on professional development for directors.