

AESO Board Member Recruitment Process

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”) will be established as determined by the AESO Board Chair and the AESO Governance and Nominations Committee Chair.
- 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. Opportunities to serve on the AESO Board are posted on the PAS website.
- The RC 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 will follow the above process to select additional candidates, subject to amendments that are reasonable and appropriate in the circumstances.
- The Member appointment is made by a Ministerial Order. Following approval, the appointment is communicated publicly on the PAS website.

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 12th day of December 2024.

APPENDIX A
AESO BOARD MEMBER RECRUITMENT
SKILLS MATRIX

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| Electricity Industry Knowledge |
| Project/Procurement Management |
| Clean Technology - Renewable Energy |
| Energy Business |
| Information Technology |
| Cyber Security |
| Government/Regulatory Relations |
| Stakeholder Relations/Public and Consumer Relations |
| Safety & Environment |
| Disruptive Technology |
| Governance |
| Investing & Financing/Capital Markets |
| Risk Management |
| Accounting, Financial Literacy & Audit |
| Human Resources/Compensation |
| Strategic Leadership Skills |