



## **HUMAN RESOURCES COMMITTEE Terms of Reference**

### ***A. Objective***

The Human Resources Committee shall oversee all human resource and compensation matters of the Corporation, and ensure that policies and practices are in place to support a high performing and ethical organization.

### ***B. Responsibilities***

The Committee will:

1. Develop performance objectives for the CEO (in conjunction with the Board Chair).
2. Together with the Board Chair, oversee the CEO evaluation process and lead the CEO annual performance and compensation review.
3. Review and make recommendations for the succession plan of the CEO and executive team. Ensure that a succession plan and executive development plan are in place, and acted upon, and report to the Board on succession on an annual basis.
4. Regularly review the executive structure for Destination British Columbia, and approve any structural changes to the executive team.
5. Review, endorse and recommend the overall people strategy, including leadership initiatives and structure.
6. Ensure that the Corporation has appropriate human resources policies and a compensation plan that meets Government's conditions and criteria.
7. Oversee any major organizational restructuring of the Corporation.
8. Annually review the results of the Employee Engagement Survey to gain insight into the culture of Destination BC and the engagement and satisfaction of its staff.
9. Liaise with the Finance & Audit and Governance Committees on issues associated with ethics.
10. Provide oversight of Corporation's the Standards of Conduct.
11. Annually review and recommend any changes to the Committee's terms of reference.
12. Be comprised of no less than 3 and no more than 7 directors.