

Minutes of the Human Resources Committee meeting
August 24, 2026 | 1:00pm - 1:30pm ET | Virtual meeting

Committee members in attendance	
John Van der Put (Chair) Christopher Chahine Jennifer Quaglietta	Marlo Rose Darlene Spracklin-Reid
Regrets	
Anjum Mullick	
Staff and support	
Philip Rizcallah, CEO Georges Khoury, Director, Human Resources	Juliet Chou, Interim Governance Advisor

1. Call to order and approval of agenda

J. Van der Put, HR Committee Chair, called the meeting to order at 1:00 p.m. ET.

Moved and seconded

THAT the agenda be approved, and the chair be authorized to modify the order of discussion.

Carried

2. Declaration of conflict of interest

No conflicts were declared.

3. Director appointment to CEQB

J. Van der Put provided an overview of the proposed appointment of Denise Pothier as an additional Director appointee to the CEQB for the 2026-2028 term.

The Committee noted that the appointment would enhance continuity and succession planning. It was also confirmed that Denise Pothier would remain a member of the Governance Committee in addition to serving on the CEQB. The Committee supported the recommendation to the Board.

ACTION: Staff to notify Denise Pothier of the Committee's recommendation and provide information regarding the upcoming CEQB meeting to facilitate travel arrangements.

Moved and seconded

THAT the Human Resources Committee recommend that the Board approve a one-time exception to the Canadian Engineering Qualifications Board (CEQB) Terms of Reference, appoint Denise Pothier as a Director appointee to the CEQB for a two-year term (2026-2028) to support continuity and succession planning.

Carried

4. Other business

No business was brought forward.

5. Next committee meetings

The next committee meetings were confirmed as follows, to take place from 11am-1:00pm ET:

- Thursday, September 3, 2026

- Thursday, November 19, 2026
- Thursday, December 10, 2026 (in-camera session, only HR Committee members)
- Friday, February 26, 2027 (following the Board meeting) – *3Ps and committee chair meet with CEO*
- Wednesday, March 31, 2027

6. Meeting evaluation

Overall, participants expressed satisfaction with the meeting

7. Closing

With no further business to discuss, the meeting closed at 1:12 pm ET.