



Role of the NSRC, Membership, Process, and Recruitment & Selection Timelines

The Stampede's by-laws outline the basic qualifications and process required to become a Director candidate. These qualifications provide a basic foundation for the Stampede's election process and Director requirements. The NSRC was created by the Stampede's Board to provide an additional vetting process for potential Director candidates that is robust, objective in its design and purposed to identify the best candidates for nomination and consideration by Shareholders for election to the position of Director.

Role of the NSRC

As noted in the first communication of this series, the NSRC performs two critical functions: recommending candidates for nomination for election to the Board, and engaging in communication with Shareholders on election and leadership matters.

Specifically, as described in the current NSRC Terms of Reference:

The Nominating and Shareholders Relations Committee ("NSRC") has a mandate to:

- *execute a recruitment and selection process that supports Board criteria and Board direction and make recommendations to the Board, through the Governance and People Committee ("GPC"), regarding new nominees to the Board;*
- *execute a comprehensive communications platform to support Shareholders in making informed voting decisions;*
- *Provide recommendations as required to the Board via the GPC regarding Shareholder (i.e. election) matters;*
- *Identify and track volunteers who have leadership potential for the Board;*
- *Manage potential candidate relationships throughout the recruitment and selection process.*

It is important to note that the NSRC recommends candidates specifically for vacant elected Director positions only. The NSRC has no role in the evaluation or recommendation of incumbent Director candidates seeking re-election or candidates considered for appointed Director positions. Both of these processes are administered by the Board as prescribed by the Stampede's by-laws.

Detail on NSRC’s specific responsibilities, as approved by the Board, are outlined in the committee’s Terms of Reference at the link below:

[NSRC Terms of Reference](#)

NSRC Criteria for Evaluation

Based on comprehensive self-evaluation by the Board, a criteria of skill and expertise requirements are annually provided to the NSRC to support its evaluation of candidates. The categories of considered criteria include general attributes, expertise and experience for overseeing the management of an organization and expertise related to the specific activities required by the strategic direction of the Stampede. The current criteria identified by the Board are as follows:

General Attributes	Business Oversight Expertise	Stampede-Specific Expertise
Board Education Board Experience Time Commitment Willingness to Learn Independence	Accounting & Finance Executive HR Leadership Executive Leadership Facilities & Infrastructure Development Governance Legal Marketing Strategy Risk Management Strategic Planning	Agriculture Business Development Master Planning & Execution Community Leadership

NSRC Recruitment & Evaluation Process

Each year, the NSRC engages in an extensive recruitment process attempting to identify all potential leadership candidates from across the organization.

Following the completion of all recruitment activities, the NSRC will conduct an initial evaluation of applications received based on the above criteria including a review of candidate resumes and initial screening interviews, where possible, with candidates. From these evaluations, a shortlist of candidates will be determined by the NSRC and those candidates not short-listed will be notified.

Candidates shortlisted for detailed evaluation will be invited to participate in a comprehensive panel interview with members of the NSRC which includes a robust question framework and governance-based case scenarios. Comprehensive reference checks will additionally be conducted for the short-listed candidates (three Stampede references, three business references).

From all information gathered, the NSRC will then deliberate and come to a decision on candidates for recommendation.

NSRC Recommendation

Recommendation of candidates will be given by the NSRC to the Governance & People Committee (GPC) typically in late November. The NSRC supports its recommendation of candidates with both quantitative and qualitative evaluations on the basis of the criteria provided by the Board. If approved by GPC, the candidates will then be recommended by GPC to the Board typically in early December.

Following the Board's approval of candidates, the list of candidates will then promptly be communicated to Shareholders.

If you have any questions about any of the information provided above, please do not hesitate to contact any of the [NSRC members](#).