



MEC Board Nominations and Recommendation Process FAQs

Why does the Board recommend candidates each year?

The outdoor retail industry is becoming more complex, so we need capable experts as well as passionate people who share the Co-op's values – people who collectively have the essential skills and expertise to successfully navigate MEC's future.

Knowing this, in 2013 the Board proposed new Rules that would, among other things, mean that the Board must indicate to members which election candidates most closely fulfill the Board's current needs. In a normal year with three vacancies, the Board must recommend between four and nine candidates. These new Rules were approved by 91% of voters in the 2013 MEC election.

How did the Board choose which candidates to recommend?

The 2016 nominee criteria were published with the minimum qualifying criteria and desired criteria based on the Board's needs for skills in the coming years. These needs were determined by an assessment of the current Board composite.

Together with MEC's independent election consultant, PFM Executive Search, the Nominations Committee reviewed the skills and experience of all the nominees. All candidates were interviewed. Candidates who are current members of the Board were assessed in the same way as other candidates, and did not participate or vote in any discussions or decisions about candidates or the election.

The Nominations Committee advised the Board that it considered that four of the candidates most closely fulfilled the Board's needs for skills in the coming years, while sharing [MEC's values](#). The Board agreed to recommend those four to MEC's membership.

The recommendations process is audited by KPMG to ensure that it complies with MEC Rules.

How many nominations were there?

Twenty-two nominations were submitted. Four were then recommended by the Board. Eleven were to be included on the ballot but not recommended (six subsequently withdrew their candidacy). Seven were rejected as they did not meet the minimum qualifications (experience sitting on a board or senior management in an organization of comparable complexity to MEC, in terms of size, scale, and reach).

What are the Nominations Committee's duties?

The MEC Nominations Committee exists to assist the Board in ensuring that a range of qualified candidates who share MEC's values are presented on the election ballot. It works with MEC's

independent election consultants, PFM Executive Search, to review all nominations and make recommendations to the Board. Its duties are set out in MEC's Rules of Cooperation.

Who are the members of the Nominations Committee?

The Nominations Committee has five members, who can be directors, MEC members (other than directors), or a mix of the two. This year the committee consists of three directors – Tamara Paton, who chairs the committee, Daniel Blanche, and Jonathan Gallo – and two members-at-large. The Board recruited these members-at-large through the email announcing the 2013 election results. Seven MEC members expressed an interest in serving on the committee, and the Board selected Dan Rollins and Kevin Thompson, based on their experience of sitting on nominations committees for other organizations.

In April 2015, the Board adopted new terms of reference for the members-at-large and agreed that going forward each member-at-large would serve a three year term. Following the 2016 Election Dan Rollins will finish his term and a new member-at-large will be recruited.

Committee members-at-large are compensated \$300 for each committee meeting that they attend.

Other questions

For any further questions about MEC's elections, nominations, recommendation process or Board of Directors, email governance@mec.ca or check out our election [Facebook forum](#).