

<b>Date:</b>	February 11, 2025
<b>Time:</b>	8:30 a.m. to 12:30 p.m.
<b>Location:</b>	12 <sup>th</sup> Floor WCB Board Room, 9925 - 107 Street, Edmonton, Alberta
<b>Board Members</b>	
Ray Block, Chair Mike Boyle, Member Jordon Copping, Member Shawna Miller, Member Mary Phillips-Rickey, Member Claire Seo, Member Nancy Walker, Member Excused: Brian McConkey, Member	
<b>Executive</b>	
Trevor Alexander, President & Chief Executive Officer ** Tarick Ahmad, Chief Technology Officer * Ron Helmhold, Chief Financial Officer * Adrianne Lozinski, Vice President, Employer Account Services & Claims Management Support * Marcela Matthew, Vice President, Millard Health and Special Care Services * William P. Ostapek, Secretary and General Counsel * Sara Schmidt, Vice President, Client Services & Disability Management * Dayna Therien, Vice President, Employee and Corporate Services *	
<b>Also Present</b>	
Curtis Craig, Director, Legal Services * Kara Fuhr, Board Liaison *	
<b>Guests</b>	
Ray Gilmour, Interim Chief Executive Officer, AIMCo (item 11.1) Amit Prakash, Chief Fiduciary Management Officer, AIMCo (item 11.1) Andrew Davis, Director, Client Management, AIMCo (item 11.1) Donna Emsley, Investment Director, Treasury & Portfolio Governance (items 11.1 to 11.3) Nadia Mursky, Director, Finance (items 11.1 to 11.3)	
* excused for items 2, 15.2 and 15.3 ** excused for item 15.3	

**Standing Items****Ray Block**

The Chair called the meeting to order at 8:30 a.m.

**1. Approval of Agenda and Additions to Agenda (New Business)**

The agenda was approved as distributed.

**2. In Camera**

Management was excused from the meeting and the Board of Directors held an *in camera* session. At the conclusion of the *in camera* session, management rejoined the meeting.

**3. Proposed Motions**

The list of proposed motions was received for information.

**4. Minutes of the Meeting of November 26, 2024**

Motion

2025/01/01 It was moved that:

The Board of Directors approve the minutes of the meeting of November 26, 2024.

CARRIED

**5. Business Arising from the Minutes of the November 26, 2024 Meeting**

There was no business arising from the minutes of the November 26, 2024 meeting.

**6. Meetings and Activities Schedule**

The meetings and activities schedule was received for information.

**7. Chair's Report**

The Chair reported on:

- recent meeting with the Association of Workers' Compensation Boards of Canada,
- upcoming appointments to the Board of Directors to fill current vacancies, and
- attendance at an AIMCo reception hosted by the newly appointed Chair, the Hon. Stephen Harper.

**President's Report****Trevor Alexander****8.1 President's Report**

The President reported on the following:

- financial results,
- operations results and updates,
- technology and operations innovations,
- engagement and legislative relations,

- Secretary & General Counsel results, and
- risk profile.

## 8.2 WCB Technology Review

The presentation by the Chief Technology Officer was received for information.

<b>Policy Committee</b>	<b>Mike Boyle</b>
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### 9.1 Committee Chair Report

The Policy Committee Chair provided a report on the previous day's committee meeting.

### 9.2 Non-substantive Policy Amendments

The Board was advised that in accordance with Board Resolution 94/02/09 (inconsequential amendments), Strategic Management Council had approved the following non-substantive amendments:

- Policy 03-01, Part II, Addendum A, *Effective Date for Use of New Editions of the DSM*: The addendum has been updated to designate the most recent edition of the *Diagnostic and Statistical Manual of Mental Disorders* (the DSM-5-TR), effective April 1, 2025.
- Policy 04-04, Part II, Addendum B, *Effective Date for use of New Editions of the American Medical Association Guides*: The addendum has been updated to indicate that WCB is using the most recent edition of the online *American Medical Association Guides for the Evaluation of Permanent Impairment*, the AMA Guides, Sixth Edition, 2024, as of April 1, 2025.
- Policy 04-04, Part I, Permanent Disability: Policy 04-04, Part I, was updated effective January 1, 2025, to incorporate changes to the definition of permanent total disability. The policy update used both the terms "not capable" and "incapable" interchangeably. The policy has been updated to consistently use the term "incapable" throughout the policy.

### 9.3 2024-2026 Policy Project Plan Update

The 2024-2026 Policy Project Plan Update was received for information.

<b>Audit Committee</b>	<b>Mary Phillips-Rickey</b>
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### 10.1 Committee Chair Report

The committee had nothing to report.

<b>Finance Committee</b>	<b>Mary Phillips-Rickey</b>
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### 11.1 AIMCo Interim CEO Introduction

Ray Gilmour, Interim CEO; Amit Prakash, Chief Fiduciary Management Officer; and Andrew Davis, Director, Client Management; were welcomed to the meeting. Mr. Gilmour provided an update on

his first three months as Interim CEO and responded to questions from the WCB Board of Directors.

### 11.2 Committee Chair Report

The Finance Committee Chair provided a report on the previous day's committee meeting.

### 11.3 Financial Status Report

The Financial Status Report was received for information.

## Human Resource & Governance Committee

Mike Boyle (Acting)

### 12.1 Committee Chair Report

The Acting Chair of the Human Resource & Governance Committee provided a report on the previous day's committee meeting.

### 12.2 2024 Strategy Map and Objectives - Results

The strategic plan approved by the Board of Directors in 2023 set out long-term goals for the organization. After completing year one of the plan, management presented the final 2024 results.

Motion

2025/01/02

It was moved that:

The Board of Directors approve the 2024 Strategy Map & Objectives results as confirmation of the organization's achievement of annual corporate objectives.

CARRIED

### 12.3 2025 Strategy Map and Objectives - Targets

In November 2024, the Board of Directors approved the 2025 Strategy Map & Objectives. After reviewing the 2024 results, management has established the specific targets for 2025.

Because the CEO is ultimately responsible for corporate objectives, the CEO's objectives and strategy map objectives are synonymous. Therefore, approval of the 2025 Strategy Map & Objectives also serves as approval of the CEO's 2025 objectives, as required in the Human Resource & Governance Committee terms of reference.

Motion

2025/01/03

It was moved that:

The Board of Directors approve the targets in the 2025 Strategy Map & Objectives.

CARRIED

### 12.4 Employer of Choice Report

The 2024 Employer of Choice Report was received for information.

The Chair excused senior management from the meeting for items 12.5 and 12.6, with the exception of the President & CEO and the Vice President, Employee & Corporate Services.

#### **12.5 2024 Annual Board Assessment Results**

The 2024 annual board assessment survey and summary of results were received for information.

#### **12.6 2024 President and CEO Assessment**

The 2024 President and CEO assessment and summary of results were received for information.

<b>Standing Items</b>
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<b>Ray Block</b>
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#### **13. New Business**

There was no new business.

#### **14. Meeting Evaluation**

The members were asked to complete the meeting effectiveness self-assessment in Diligent.

<b>In Camera</b>
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<b>Ray Block</b>
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#### **15.1 In Camera with the Executive**

The Board of Directors held an *in camera* session with the executive, director of Legal Services and board liaison.

#### **15.2 In Camera with the President & CEO**

The Board of Directors held an *in camera* session with the President & CEO.

#### **15.3 In Camera without the President & CEO**

The Board of Directors held an *in camera* session without the President & CEO.

There being no further business, the meeting ended at 12:30 p.m.