

Board of Directors

January 13, 2012 (Conference Call)

s.20(1)(b)

Subject matter

Appointment of the Executive Vice-President, French Services

Background

Following the announcement of Sylvain Lafrance's departure in June 2011, an external and internal recruitment process was launched with the assistance of [redacted]. After a lengthy search, the recommended finalist is our internal candidate, Louis Lalande, currently interim Executive Vice-President, French Services since September 26, 2011.

Information on the matter

N/A

For decision:

For information:

Prepared by

Name: **Roula Zaarour**, Vice-president, People and Culture

Date: January 13, 2012

s.19(1)

Recommendation

s.18(a)

s.18(b)

The appointment of Louis Lalande to Executive Vice-President, French Services, effective January 13, 2012,

Last discussed at the Board

Date: n/a

Decision made: n/a

Next steps

Announcement of the appointment of Louis Lalande to the position of EVP, French Services on Monday, January 16, 2012.

Resolution

That the Human Resources and Compensation Committee recommend to the Board of Directors that the appointment of Louis Lalande to the position of Executive Vice-President, French Services, effective January 13, 2012, be approved on the terms and conditions presented.