

Present:

Colin S. Robinson, Chair of the Board of Directors

Cathy Skinner, President & CEO (ex officio)

Glenn Hildebrand (Video)

Louise Rowlands

Louise Simbandumwe

Jean-Guy Bourgeois

Marc Lafond

Marie Buchan

Ron Koslowsky

Chris Lorenc

Being a quorum of the Board of Directors under *The Workers Compensation Act*.

Also Attending:

Brad Janzen, Corporate Secretary, Vice President, Compliance &
Corporate Services

Anthony Guerra, General Counsel

Heather Baete, Assistant Corporate Secretary

Attending for Specific Items:

Roman Baranowski, Director, Compliance Services

Rachel Gotthilf, Manager, Compliance Services

Ron Laudadio, Director - Americas, EPiC Agile

Merrilee Allan, Vice President, Human Resources

Candace Crossland, Vice President, Government Relations, Corporate
Communications & Records Management

Regrets:

Yvette Milner, Director

Call to Order

The meeting was called to order at 12:20 p.m. The agenda was confirmed as circulated.

General Counsel was welcomed to the meeting.

Land Acknowledgement

The Chair read a Statement of Acknowledgment of Indigenous Ancestral and Territorial Lands.

Conflict of Interest Declaration

There were no declared conflicts.

Minutes of Previous Meeting

The Chair presented the minutes from the November 25, 2025 Board of Directors meeting.

On motion duly made and carried,

BE IT RESOLVED THAT the minutes of the November 25, 2025 Board of Directors meeting were confirmed as a reasonable record.

Business Arising

The Board of Directors received the information provided with the agenda.

For Decision

Investment Consulting Services Recommendation

(Board Order No. 38/25)

Ron Koslowsky introduced this item on behalf of the Investment Committee.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors approve that the contract for investment consulting services be awarded to Eckler Ltd. for a five-year term beginning January 1, 2026.

Request for Reconsideration under Section 60.9 - 54/25

(Board Order No. 39/25)

The Board moved *in camera* for this discussion.

The Board moved out of *in camera*.

On motion duly made and carried,

BE IT RESOLVED THAT the Board of Directors agreed to not stay Appeal Commission Decision 54/25 and not refer the matter back for a rehearing.

For Information

Committee Reports

The Board received the information provided with the agenda.

Investment Committee Meeting - December 4, 2025

Presentation: Compliance - Vulnerable Person Outreach Efforts

The Director and Manager, Compliance Services joined the meeting.

Information was provided on activities that are undertaken to provide vulnerable workers with information about the WCB, how to make a claim, how to seek assistance in making a claim as well as their rights under the legislation.

The Board received the presentation for information.

The Director and Manager, Compliance Services left the meeting.

Presentation: Agile Methodology and the WCB

Ron Laudadio joined the meeting. He provided a high level overview of the WCB's business agility journey.

The Board received the presentation for information.

Mr. Laudadio left the meeting.

Presentation: Engagement Survey Results

The Vice President, Human Resources joined the meeting.

She provided high level results from the recent Employee Engagement Survey.

The Board received the presentation for information.

The Vice President, Human Resources left the meeting.

Psychological Injury Strategy: Institute of Work and Health Report

The President & CEO reported the benchmarking report prepared by the Institute of Work and Health is one of the activities related to the psychological injury strategy. She noted when it comes to approaches to dealing with psychological injuries, jurisdictions are trying a variety of strategies. The report provides a good baseline for future work.

The Board received the information provided with the agenda.

Administration Report

Annual Report and Five Year Plan: The Vice President, Government Relations, Corporate Communications & Records Management joined the meeting and provided an overview of the information that is planning on being included in the upcoming annual report. The Board will see the narrative section in March.

The Vice President, Government Relations, Corporate Communications & Records Management left the meeting

Legislative Review Committee: General Counsel provided an update on the activities of the Legislative Review Committee including the timing and form of the consultation process.

The President & CEO provided highlights of her report.

The Board received the information provided with the agenda.

Board of Directors Work Plan

The Board of Directors received the information provided with the agenda.

Other Business

Marie Buchan: The Board Chair noted this was the final meeting for Marie. He thanked her for her service to the WCB.

In Camera Discussion

The Board of Directors adjourned to an *in camera* session.

Conclusion

As all matters coming before the Board had been dealt with, the meeting concluded at 2:37 p.m.

The next meeting will be held on Wednesday, January 14, 2026, at 8:30 a.m.