

## FMB BOARD APPOINTMENT PROCESS

### Competency Matrix

<b>CORPORATE GOVERNANCE PRINCIPLES &amp; PRACTICE</b>		<b>None</b>	<b>Some</b>	<b>Extensive</b>
Directorship Experience	Public Sector Board Level			
	Private Sector Board Level			
	First Nation Council Level			
Human Resources	Performance Management			
	Executive Management			
	Training Plan Development			
	Succession Planning Development			
<b>PUBLIC SECTOR/INDUSTRY EXPERIENCE</b>		<b>None</b>	<b>Some</b>	<b>Extensive</b>
Public Policy	Statutory Instruments			
	Policy Development			
	Community Engagement			
Law	Aboriginal Law			
	Corporate			
	Financing			
Government	Federal			
	Provincial			
	Municipal			
First Nation Experience	Administration (Management)			
	Economic Development			
	Local Government negotiation			
	Taxation			
	Lands Management			
<b>FINANCIAL EXPERTISE</b>		<b>None</b>	<b>Some</b>	<b>Extensive</b>
Financial Management	Financial Reporting			
	Risk Management			
	Internal Control Development			
	Internal Control Implementation			
	Financial Statement Preparation			
	Performance Measurement			
Corporate/Public Finance	Securitization			
	Lending			
	Capital Investment			
<b>BUSINESS ACUMEN</b>		<b>None</b>	<b>Some</b>	<b>Extensive</b>
Business Experience	Business Case Analysis			
	Entrepreneurial Experience			
	Marketing and Communications			
	Strategic Planning			
	Technology			