



# **2025 BOARD OF DIRECTORS APPLICATION**

**MERIDIAN CREDIT UNION LIMITED**



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# INTRODUCTION

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Dear Prospective Applicant:

Thank you for your interest in Meridian's Board of Directors. Your participation in our nomination and election process is an integral part of ensuring that we maintain a strong governance framework that serves our Members most effectively.

Each year, the Board of Directors appoints a Nominating Committee that is responsible for ensuring the integrity and quality of the Director nomination and election process. The Committee is also responsible for recommending to the Membership those candidates who are best qualified to serve Meridian as a Director to have a high performing Board.

The Board of Directors has approved the following selection criteria for this year's nomination process:

**Priority Criteria:**

- Expertise in large information technology project implementation;
- Expertise in credit risk management; and
- Deep expertise in treasury (including securitization) management.

**Secondary Criteria:**

- Expertise in cyber security; and
- Expertise in marketing and branding.

Taking into consideration the current composition of Meridian's Board, the Nominating Committee will seek to balance the Board's representation of (i) experience, skills and competencies, (ii) diversity, (iii) experience with cooperative organizations, and (iv) ability to add to the culture of Meridian's Board.

Within this package, you will find everything that you need to complete the nomination process, including important information on eligibility and qualification requirements, selection criteria and expectations of Directors. If you have any questions about the enclosed information, please contact our Returning Officer at [Returning.Officer@MeridianCU.ca](mailto:Returning.Officer@MeridianCU.ca).

At Meridian, we value the dedication and commitment of those who choose to participate in our nomination and election process. Once again, we thank you for your interest in our Board of Directors.

Yours truly,  
Larry Doran  
Nominating Committee Chair

# EXPECTATION OF DIRECTORS

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## ABOUT MERIDIAN CREDIT UNION

With more than 80 years of banking history, Meridian Credit Union (“Meridian” or “MCU”) is Ontario’s largest credit union with \$27.1 billion in assets as of June 30, 2024, with over 378,000 Members. MCU delivers a full range of financial services online, by phone, by mobile and through a network of 87 branches across Ontario, and business banking services in 15 locations. MCU’s Members also have access to thousands of surcharge-free ABMs in North America with THE EXCHANGE® Network and the Allpoint Network in the United States. MCU has two wholly owned subsidiaries, Motus Bank and Meridian OneCap Credit Corp.

Meridian’s new Strategy – Meridian for Good – drives our purpose “Helping you achieve your best life” and guides our decisions and supports our vision “to be recognized as an inclusive, transparent and people-focused financial partner.” Further, the Board and Management has integrated Environment, Social and Governance (ESG) into the long-term strategy.

Meridian’s Board consists of 12 Directors elected for three-year terms. Generally, every year, four Directors’ terms expire, and Meridian holds Board elections to fill these vacancies and other vacancies that may have occurred.

## ADDITIONAL INFORMATION

Additional information regarding Meridian Credit Union can be found at: [MeridianCU.ca](https://MeridianCU.ca).

## BACKGROUND

Please refer to Meridian’s Corporate Governance Report found here.

## WHO CAN APPLY TO MERIDIAN’S BOARD OF DIRECTORS?

- Candidates must be a Member of Meridian by the **last day of the Nomination period** and hold the required Membership Share.
- Candidates must meet the eligibility requirements outlined in Meridian’s By-law #1 (pages 13-14), and not be disqualified from being a Director of a Credit Union under applicable legislation.
- The process is highly competitive. All applications will be evaluated; however, only **Qualified Candidates** will be considered beyond the application part of the process. To be a Qualified Candidate, a Candidate must meet one or more of the following Selection Criteria:

### Priority Criteria:

- Expertise in large information technology project implementation;
- Expertise in credit risk management; and
- Deep expertise in treasury (including securitization) management.

### Secondary Criteria:

- Expertise in cyber security; and
- Expertise in marketing and branding.

Taking into consideration the current composition of Meridian's Board, the Nominating Committee will seek to balance the Board's representation of (i) experience, skills and competencies, (ii) diversity, (iii) experience with cooperative organizations, and (iv) ability to add to the culture of Meridian's Board.

## **SUBMITTING AN APPLICATION**

If you wish to submit an application, please provide:

1. Cover letter and resume;
2. Candidate Undertaking (see page 11);
3. Self-Assessment (see page 15); and
4. Voluntary Equal Opportunity Disclosure (OPTIONAL).

**This application must be fully completed and submitted by  
5:00pm ET on Wednesday, December 18, 2024.**

## **ONCE THE NOMINATION PERIOD CLOSES:**

1. The Returning Officer will assist the Committee in evaluating the applications.
2. In the following situations, the Nominating Committee will have the sole discretion to reject an application and the Returning Officer will inform Candidates accordingly:
  - a. the application has not been completed in accordance with the applicable requirements or received within the prescribed timeline; or
  - b. the applicant does not adhere to applicable legal or regulatory requirements; or
  - c. the information provided by the applicant is incomplete, false or misleading; or
  - d. the applicant's intention to stand for election is not pursued in good faith, or is to, or may, cause harm or embarrassment to Meridian; or

- e. the applicant's intention to stand for election is primarily for the purpose of enforcing a personal claim or redressing a personal grievance against the credit union or its directors, officers or members; or
- f. the applicant is an individual who ought not to be in a position to control or influence a financial institution; or
- g. the applicant is an individual that, if elected, may not act honestly, in good faith, and in the best interests of the financial institution; or
- h. a real, perceived or potential conflict of interest exists that would prevent the applicant, if elected, from properly discharging his or her duties as a Director. The following will be deemed conflicts of interest, unless otherwise determined by the Nominating Committee:
  - i. A conflict of interest as defined under applicable legislation or regulatory guidance;
  - ii. A candidate is an elected member of a municipal, provincial or federal government;
  - iii. A candidate is a director, officer, employee or advisor of a financial services regulatory authority that directly regulates one or more of Meridian's businesses; or
  - iv. A candidate is a director, officer, employee or agent of an entity that is engaged in, or has the potential to be engaged in, offering products or services that are the same as or similar to, and that directly compete with those offered by Meridian on a consolidated basis.

Please note that a conflict of interest that exists at the time of submitting the application will disqualify the Candidate even if it is anticipated that the conflict will be resolved by the time of the election. It is the responsibility of all Candidates, before submitting an application, to have obtained all approvals from their employer or other stakeholders. Candidates will be asked to attest to this in their Candidate Undertaking.

**The Returning Officer is under no obligation to explain the reasons for the Committee's rejection of an application.**

3. From amongst the valid applications, the Nominating Committee, assisted by its external advisor, will identify the Qualified Candidates. In order to be a Qualified Candidate, you must:
  - a. meet the Director eligibility requirements, and
  - b. meet the Board Selection Criteria.
4. The Returning Officer, on behalf of the Committee, will inform those candidates who have been determined not to be Qualified Candidates that they will not be considered in the Nomination process.
5. The Committee's external advisor will conduct preliminary interviews of selected Qualified Candidates on behalf of the Committee. The selected Qualified Candidates will be asked to provide three references in advance of their interview.

6. The Nominating Committee, assisted by the external advisor, will select a short list of Qualified Candidates for interviews with the Committee.
7. The Nominating Committee will conduct Candidate interviews on February 24 and February 25, 2025. If a Qualified Candidate is not available to participate in the interview on the above dates, the Qualified Candidate will have ceased to participate in the nomination process.

### **UPON COMPLETION OF QUALIFIED CANDIDATE INTERVIEWS:**

8. Upon completion of its interviews, the Nominating Committee will make a determination as to the best-Qualified Candidates to fill the available positions on the Board. The Committee will then place their recommendation behind those identified Candidates.
9. The Returning Officer, on behalf of the Nominating Committee, will advise each interviewed Candidate (without an explanation of the reasons) whether they are recommended by the Committee.
10. Recommended Candidates will be subject to background checks and reference checks. They must also provide Candidate statements for the Candidate Brochure and ballot.
11. The election of Directors by Members will be conducted via electronic voting in March and April 2025. The Candidate Brochure and electronic ballot will clearly indicate which Candidates are recommended.
12. Formal campaigning by Candidates is prohibited. Please refer to Section 8.0 of the Nomination and Election Policy for details.
13. The results of the election will be announced at the Annual General Meeting on April 22, 2025. There will not be nominations from the floor, nor will any voting for Directors take place at the Annual General Meeting.

## BOARD OF DIRECTORS

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Meridian Credit Union's Directors are expected to attend all scheduled Board and Committee meetings and be active participants therein. They are also encouraged to attend other Meridian related organizational and community related activities. In addition, Directors new to the credit union system must be willing to attend credit union system conferences and participate in Director education as outlined below.

The information found below identifies and briefly describes Meridian's committees, Director education requirements and a summary of meetings and estimated commitment of time that one might expect when they become a Director of Meridian.

We hope that the information below will assist you in clarifying your obligations should you become a Director. However, if you have any questions regarding the information, or wish to learn more about Meridian's governance structure/ practices, please contact Meridian's Returning Officer via email at [Returning.Officer@MeridianCU.ca](mailto:Returning.Officer@MeridianCU.ca).

### BOARD

The Board consists of 12 Directors, each elected by the Membership for a term of three years, subject to a term-limit of 12 consecutive years in office. As part of its oversight responsibilities, the Board is responsible for the overall strategic stewardship of Meridian Credit Union, establishing objectives, policies and performance standards and measuring their achievement; has ultimate accountability for determining the Credit Union's risk appetite; and appointment and delegating authority to the President and CEO.

### COMMITTEES

The Board has established five standing committees, as follows:

- Audit and Finance Committee
- Governance Committee
- Human Resources Committee
- Nominating Committee
- Risk Committee

Each committee is assigned responsibilities to assist the Board to carry out its mandate. Descriptions of each committee may be found on our website here: [Board of Directors | Meridian Credit Union \(MeridianCU.ca\)](#).



## MEETINGS/TIME COMMITMENT

- Meridian's Board and Committees meet quarterly and at additional times as required. Board and Committee meetings take place clustered over a five-day period in the same week.
- It is expected that, in addition to the actual time spent at a Meridian Board or Committee meeting, a Director will fully review all materials provided prior to attending each meeting.
- Materials for all Board and Committee meetings are distributed by the Corporate Secretary in electronic format generally one week prior to the scheduled meeting. Elected Directors are expected to be able to receive and communicate via electronic means.
- While travel time to and from meetings will vary with each Director, it is another factor to be considered.
- Generally, a time commitment of approximately 250-300 hours per year is typical for a Director.
- All Directors sit on an average of two Committees. Attendance at all Board and Committee meetings is monitored and reported to the Board and in the annual report to Members.
- While occasional video conference calls are held to deal with special issues between regularly scheduled meetings, for the most part Directors are expected to attend meetings in person when required. Under exceptional circumstances the Chair may allow participation in a meeting via telephone or video conference.

The following meeting summary shows the approximate time commitment for each Director during the course of a year:

<b>Board and Committee Meetings (held quarterly)</b>	Board and Committee meetings generally occur quarterly, and are clustered together over a 5-day period during the same week, although additional meetings may be held in between the quarterly meetings. A Board dinner is also held each quarter.
	Location of the in-person meetings is at Meridian’s Toronto Corporate Office, in Etobicoke. The Board and Committee meetings for the 2024-2025 Board Year have been scheduled as follows:
	<ul style="list-style-type: none"> <li>• The week of May 19, 2025</li> <li>• The week of August 18, 2025</li> <li>• The week of November 17, 2025</li> <li>• The week of February 16, 2026</li> </ul>
<b>Orientation Program</b>	Typically, orientation is held over two days. For newly elected Directors, orientation is scheduled for Monday, April 28, 2025 and Tuesday, April 29, 2025.
<b>Audit and Finance Committee</b>	Meets approximately 5 times a year (allow 4–5 hours/meeting).
<b>Governance Committee</b>	Meets approximately 4 times during the year (allow 3–4 hours/meeting).
<b>Human Resources Committee</b>	Meets approximately 5 times per year with greater emphasis during the period October through February (allow 3–4 hours/meeting).
<b>Nominating Committee</b>	Meets approximately 4 times per year (allow 2–3 hours/meeting) plus a concentrated period during February when Candidate interviews are conducted.
<b>Risk Committee</b>	Meets 4 times per year, with the potential for video or conference call meetings in between (if required). (Allow 4-5 hours/meeting).
<b>Annual General Meeting</b>	Usually held during the 3rd or last week in April during the evening (2-3 hours). In 2025, it will be held on Tuesday, April 22.
<b>Strategic Retreats</b>	The Board Strategic Retreat is typically held over two days in June. The 2025 dates are June 18 and June 19.

## EDUCATION

Director training and development programs are important in understanding the roles and responsibilities of being a Director of a Credit Union.

Under Board policy, Directors are required to annually commit to a specific number of hours of continuing education in a year. The Board allocates funds annually for Director training and development purposes. In addition, other in-house training sessions are developed for which attendance is expected.

## REMUNERATION

Directors are paid an annual retainer in recognition of the significance of the accountabilities and responsibilities associated with governing Meridian, and in recognition of the time required for Directors to fulfill their responsibilities. Directors who hold a Board Chair or Committee Chair position receive an additional retainer aligned with the responsibilities and time commitment required of the position. These payments are taxable as personal income. Reasonable expenses are reimbursed as per Board policy.

# CANDIDATE UNDERTAKING

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Please read the following carefully and sign on page 12:

The undersigned hereby applies to be a Candidate for nomination and/or election to the Board of Directors of Meridian Credit Union Limited (“Meridian”) or (the “Credit Union”). If, as a Candidate; you feel you are unable to attest to a certain issue noted below, please feel free to provide a written explanation of the reasons behind the inability to attest.

## VERACITY OF INFORMATION

- a. I attest to the veracity of the information provided in this Candidate Application Form and agree that if this information is at any time found to be false, or has been deliberately omitted, such information may be sufficient to disqualify me as a candidate.

## GENERAL ACKNOWLEDGEMENT:

I do, or solemnly undertake to:

- a. stand for election, if named a Recommended Candidate, and, if elected, to serve as a Director;
- b. observe the provisions of the Credit Unions and Caisses Populaires Act, (“the Act”), as applicable, including those outlined on pages 13-14.
- c. observe the Credit Union’s By-Laws, and the rules relating to the elections and the conduct thereof. Links are included in Reference Documents on page 22;
- d. submit my resignation from the Board in the event the Board has determined that as a Director, I have ceased to meet the eligibility and qualification requirements, as set out in the Act, regulatory guidance and the Credit Union’s By-Laws.

## ELIGIBILITY REQUIREMENTS

For items e) through j), notwithstanding the requirements under the Act, I hereby attest that:

- e. I have not been held liable in a civil proceeding in connection with financial or business misconduct, fraud or mismanagement of an entity;
- f. I have no conflicts of interests that could create a material risk that I will be unable to discharge the duties of a Director with integrity and in the best interests of the Credit Union;
- g. I have obtained approval from my employer or other stakeholders before submitting this application, to ensure that no conflict would exist from their perspective should I be elected;
- h. I have never been convicted of, or am currently charged with, an offence, under the Criminal Code of Canada, provincial/territorial legislation or any other jurisdiction outside of Canada (including impaired driving but not minor traffic offenses);
- i. I have never had a civil judgment or disciplinary action taken against me by any professional or self-regulated body; and
- j. I have never (under the laws of any province, territory or country) been petitioned into bankruptcy or made a voluntary assignment into bankruptcy.

## PERSONAL INFORMATION

Furthermore, I hereby consent to:

- a. the collection, use and disclosure of credit and/or personal information to, or from Meridian;
- b. the collection, use and disclosure of credit and/or personal information to or from any background check firm and/or credit-reporting agency;
- c. the completion of a background check which may include a credit check, education, credential and employment verification, criminal/police check and social media review to be administered by an external firm for the purpose of determining eligibility of the proposed Candidate for election to the Board; and
- d. Meridian, the Nominating Committee, and/or an external advisor retained by either Meridian or the Nominating Committee, searching all available and relevant public records including sources on social media such as Facebook, Google and LinkedIn, and thereby obtaining personal and business information about me, and to the Committee using any such information so obtained, but only for the purpose of evaluating my suitability as a Director and the likelihood that I would, if elected, perform my duties as a Director to the level expected of such a Director;

In addition, I acknowledge that I must be available during January and February 2024, in order to undergo the evaluation process by the Nominating Committee and/or its advisor. The advisor may conduct preliminary interviews in January and the Nominating Committee will conduct interviews with the finalists on February 24 and 25, 2025.

Dated at \_\_\_\_\_,  
 this \_\_\_\_\_ day of \_\_\_\_\_ 2024.

Candidate's Signature

\_\_\_\_\_

Candidate's Email Address

\_\_\_\_\_

**Please tell us how you learned about this Board opportunity.**

- MeridianCU.ca
- Meridian Branch
- Watson Advisors Inc.
- ICD
- Other



# DIRECTOR QUALIFICATION AND ELIGIBILITY REQUIREMENTS

## DIRECTOR QUALIFICATION REQUIREMENTS

(as extracted from the Credit Union and Caisses Populaires Act – Section 83)

83. Only an individual who meets the following criteria is eligible to be a director of a credit union:
1. The person is a member of the credit union.
  2. The person is at least 18 years of age.
  3. The person is a Canadian citizen or a person lawfully admitted to Canada for permanent residency who is ordinarily resident in Canada.

## DIRECTOR ELIGIBILITY REQUIREMENTS

Qualified Candidates are defined by the Nominating Committee as individuals that i) meet the Director eligibility requirements outlined in By-law #1, and ii) meet the Director attributes and knowledge outlined in section 7.1 of the Board Nomination and Election Process Policy, and iii) would best complement the current Board based on the skills and expertise gap analysis approved by the Board and outlined in the application package as “Board Selection Criteria.”

### i. BY-LAW #1

(as extracted from Meridian By-Law #1)

Subject to the Act, Regulation and FSRA Rules, a person is eligible for election to the position of director if the person meets the director eligibility requirements that supplement the qualifications and disqualifications prescribed in the Act and that are approved by the Board from time to time.

### ii. POLICY

(as extracted from Meridian Credit Union’s Board Governance Policy #10: Director Nomination and Election Policy, 7.1 Director Attributes and Knowledge)

Each Director will bring a unique set of competencies to the Meridian Credit Union Board of Directors to effectively fulfil their responsibility as a Board member.

- A. Each Director is expected to:
1. Demonstrate a high standard of personal values and ethics, including integrity, accountability, commitment and courage;
  2. Demonstrate excellent business and professional judgment;
  3. Think strategically and problem solve;
  4. Demonstrate mature and cooperative leadership;
  5. Have a strong understanding of fiduciary duty;
  6. Have strong communication skills, including the ability to listen and speak their mind independently and respectfully;

7. Demonstrate a willingness and ability to commit the required time to the role and actively participate in meetings;
8. Commit to ongoing training and education for Board skills and duties;
9. Align with Meridian's purpose and values, and demonstrate a willingness to act in Meridian's best interest at all times;
10. Bring a perspective of external business, finance, and social issues to Board deliberations;
11. Uphold the values of teamwork demonstrating the ability to operate as "a team" at Board level and "speak with one voice" once full discussion has been undertaken and a decision made by the Board;
12. Generally have senior executive or governance experience with organizations that operate in a competitive environment, or senior executive or governance experience with public, non-profit or cooperative organizations of a scale and complexity similar to the Credit Union; and
13. Have a demonstrated reputation of valuable community involvement.

B. Directors should demonstrate an understanding of the following areas of knowledge:

1. Audit and Compliance
2. Credit Union and/or Financial Services Expertise
3. Environmental, Governance and Social
4. Financial Acumen
5. Information Technology/Cybersecurity/Digital
6. Marketing, Brand Development and Customer Insights & Experience
7. Mergers & Acquisitions/Capital Markets
8. Regulatory/Legal
9. Risk Management
10. Talent Management
11. Strategy

### iii. BOARD SELECTION CRITERIA

In its determination of Qualified Candidates, the Committee will seek to add one or more of the following skills and expertise that would best complement the current Board:

#### Priority Criteria:

- Expertise in large information technology project implementation;
- Expertise in credit risk management; and
- Deep expertise in treasury (including securitization) management.

#### Secondary Criteria:

- Expertise in cyber security; and
- Expertise in marketing and branding.

Taking into consideration the current composition of Meridian's Board, the Nominating Committee will seek to balance the Board's representation of (i) experience, skills and competencies, (ii) diversity, (iii) experience with cooperative organizations, and (iv) ability to add to the culture of Meridian's Board.

# CANDIDATE SELF-ASSESSMENT

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## ABOUT YOUR CANDIDACY

Why are you interested in serving on Meridian Credit Union's Board of Directors at this time?

Response:

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What does good board governance mean to you?

Response:

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As you reflect on your governance experience, where do you feel you have grown most in your effectiveness as a director?

Response:

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The Board of Directors has approved the following Board Selection Criteria for this year's nomination process:

### Priority Criteria:

- Expertise in large information technology project implementation;
- Expertise in credit risk management; and
- Deep expertise in treasury (including securitization) management.

### Secondary Criteria:

- Expertise in cyber security; and
- Expertise in marketing and branding.

Taking into consideration the current composition of Meridian's Board, the Nominating Committee will seek to balance the Board's representation of (i) experience, skills and competencies, (ii) diversity, (iii) experience with cooperative organizations, and (iv) ability to add to the culture of Meridian's Board.



To support your selection as a recommended Candidate, please describe how your qualifications, experience, expertise, or knowledge align with the selection criteria outlined above. Further indicate any areas of specialization you wish to emphasize.

Response:

Please indicate whether you would rate yourself as Basic (B), Good (G), Strong (S), or Expert (E) on each of the following:

**Expert:** Extensive (10+ years) experience (or combination of experience and professional development) in skill as senior leader in one or more external organizations with characteristics similar in complexity to Meridian Credit Union. "You Can Teach It"

**Strong:** Significant (3+ years) experience (or combination of experience and professional development) in skill as senior leader in one or more external organizations with characteristics similar in complexity to Meridian Credit Union. "You Can Do It"

**Good:** Some (up to 3 years) experience (or combination of experience and professional development) in skill as senior leader in organizations with well-developed governance structure and practices. "You Can Explain It"

**Minimal:** Little to no prior experience or professional development in this skill as a senior leader. "You Know About It"

Audit and Compliance

Credit Union and Financial Services Expertise

Environmental, Social and Governance

Financial Acumen

Information Technology/Cybersecurity/Digital

Marketing, Brand Development and Customer Insights & Experience

Mergers & Acquisitions/Capital Markets

Regulatory/Compliance/Legal

Risk Management (including financial risks and non-financial risks)

Talent Management

Strategy

COMPETENCY	DEFINITION
<b>Audit and Compliance</b>	<p>Knowledge of the role of an independent audit function including the control environment.</p> <p>Knowledge of monitoring and auditing processes required to ensure compliance with the credit union’s policies, standards of sound business practices and regulatory requirements.</p>
<b>Credit Union and Financial Services Expertise</b>	<p>Knowledge of credit union and/or cooperative operations; banking, mortgages, lending, and investing; and key customers/stakeholders, Cooperative Principles and subsidiary oversight.</p>
<b>Environmental, Social and Governance</b>	<p>Knowledge and understanding of ESG principles, risks and disclosures and how they integrate across broader board responsibilities.</p> <p>Knowledge of community impact, labour practices, consumer protection, and financial inclusion</p> <p>Knowledge of sustainability and environmental management within the financial services industry.</p>
<b>Financial Acumen</b>	<p>Expertise and knowledge in financial literacy, accounting, treasury, understanding financial statements, forecasting, budgeting, strategic planning, financial risk assessment, and resource allocation.</p>
<b>Information Technology / Cybersecurity / Digital</b>	<p>Knowledge of system information technology and systems development; use and leveraging of current and emerging technology including artificial intelligence to further MCU’s business goals and digital transformation.</p> <p>Knowledge of information technology risks, including cyber risks.</p> <p>Knowledge of developing, implementing and overseeing data strategy; leveraging and analyzing data to increase the performance of MCU.</p>
<b>Marketing, Brand Development and Customer Insights and Experience</b>	<p>Knowledge of delivering value to Members, engagement, brand positioning, innovation and marketing technology.</p> <p>Experience in marketing, brand development and customer insights.</p>

COMPETENCY	DEFINITION
Mergers and Acquisitions / Capital Markets	Knowledge and experience in mergers and acquisitions; understanding of capital markets.
Regulatory / Compliance / Legal	<p>Knowledge and understanding of the regulatory environment, fiduciary responsibility, policy development and policies to meet legal, regulatory and legislative requirements specific to MCU.</p> <p>Experience in government relations or public relations.</p>
Risk Management (including financial risks and non-financial risks)	<p>Knowledge and understanding of an independent risk management function, including risk management models and methods.</p> <p>Understanding of scenarios and modeling Advanced knowledge of financial risks including credit risk, capital risk, liquidity risk, funding risk, capital risk; Anti-money laundering (AML), anti-terrorism funding (ATF),</p> <p>Understanding of securitization principles and how it contributes to the funding objectives of MCU.</p> <p>Knowledge of operational risk, third party risk, business continuity risk and risks related to the credit union business model.</p>
Talent Management	Knowledge and understanding of remuneration and rewards design; leadership development and workforce planning and strategy and experience in regulatory requirements related to MCU's people function.
Strategy	Demonstrate strategic acumen, business insights, evaluating business strategy; knowledge in transformation; implementing strategic direction core values and strategic goals and objectives in the credit union or financial services industry.

## VOLUNTARY EQUAL OPPORTUNITY DISCLOSURE (OPTIONAL)

It is Meridian's goal that the Board reflects the diversity of skills, regional and industry experience, background, race, gender and other attributes. Candidates who are recommended for election will be based on those best qualified while taking into account broad diversity required to represent our Membership of today and tomorrow. We welcome applications from equity deserving candidates and welcome you to voluntarily self-identify in the Voluntary Equal Opportunity Disclosure.

The below form provides applicants with an opportunity to self-identify regarding diversity. Please note that should you choose not to provide the below information, it will not, in any way, impact your application.

Gender: How do you identify?

- Woman
- Man
- Gender Fluid, Two Spirit, Non-Binary or analogous term
- Prefer not to answer
- Please specify if not captured in the options above: \_\_\_\_\_

Race/ethnicity: How do you identify? Select all that apply:

- Black
- East Asian
- Indigenous (First Nations, Inuit, Métis)
- Latin/Latina/Hispanic
- West Asian/North African, Middle Eastern
- South Asian
- Southeast Asian
- White
- Prefer not to answer
- Please specify if not captured in the options above: \_\_\_\_\_

Sexual Orientation: How do you identify?

- LGBTQIA+, Two Spirit, Fluid or analogous term
- Heterosexual
- Prefer not to answer
- Please specify if not captured in the options above: \_\_\_\_\_

Do you identify as a person with a disability(ies)?

- Yes
- No
- Prefer not to answer
- If you would like to provide specifics, please do so here: \_\_\_\_\_

I understand that Meridian is collecting this information to help the Credit Union realize their equity, diversity, and inclusion goals. I further understand that my equity self-identification data will not be released without my explicit knowledge and consent and that I may withdraw this consent, via email, at any time.

All information will be treated as strictly confidential and in accordance with any applicable data protection legislation as amended, re-enacted, or consolidated from time to time.

Dated at \_\_\_\_\_, this \_\_\_\_\_ day of \_\_\_\_\_ 2024.

Signature

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APPLICATION CLOSED

## REFERENCE DOCUMENTS

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[Credit Unions and Caisses Populaires Act](#)

[Meridian Credit Union By-law #1](#)

[Meridian Board Committees](#)

[Meridian Policy: Director Nomination and Election](#)

[Cooperative Principles](#)

APPLICATION CLOSED