

Monitoring Report
Emergency CEO Succession (Policy 2.8)
Monitoring Period: FY25(Oct 1st, 2024 - September 30th, 2025)

Governance Committee Meeting Review Date: September 25th, 2025

Board of Directors Meeting Review Date: October 16th, 2025

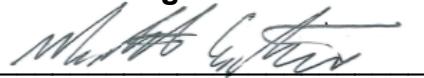
INFORMATION TYPE
Monitoring
RECOMMENDED ACTION(S)
<p>The Governance Committee has reviewed and recommends that the Board review this monitoring report and consider accepting it as:</p> <p class="list-item-l1">(A) a reasonable interpretation for all policy items and that the evidence demonstrates compliance with the interpretations.</p> <p class="list-item-l1">(B) a reasonable interpretation for all policy items and that the evidence demonstrates compliance with the interpretations, except for the CEO's stated non-compliance with item(s) x .x, which the Board acknowledges and accepts the proposed dates for compliance.is making reasonable progress towards compliance.</p> <p class="list-item-l1">(C) 1. For policy items x.x.x – there is evidence of compliance with a reasonable interpretation</p> <p class="list-item-l2">2. For policy items x.x.x – the interpretation is not reasonable</p> <p class="list-item-l2">3. For policy items x.x.x – the interpretation is reasonable, but the evidence does not demonstrate compliance</p> <p class="list-item-l2">4. For policy items x.x.x – the Board acknowledges and accepts the CEO's stated non-compliance and the proposed dates for compliance</p>
PRIOR RELEVANT BOARD ACTIONS & POLICIES
<p>Monitoring Reports are a key Policy Governance tool to assess organizational/CEO performance in achieving Ends (1.0) within Executive Limitations (2.0). A Policy-Governance-consistent Monitoring Process is:</p> <ol style="list-style-type: none">1. CEO sends Monitoring Report to all board members2. At Board meeting, board accepts Monitoring Report through majority vote (or if not acceptable, determines next steps)
ISSUE SUMMARY
<p>TheRide's Board of Directors establish policies that define what methods are unacceptable to use to achieve expected results, called Executive Limitations. This monitoring report provides the CEO's interpretations of those policies,</p>

evidence of achievement, and an assertion on compliance with the Board's written goals. As with other monitoring reports, the Board decides whether the interpretations are reasonable, and the evidence is convincing.

Per Appendix A of the Board Policy Manual, this report was scheduled for monitoring in October and was submitted in October.

I certify that the information is true and complete, and I request that the Board accept this as indicating an acceptable level of compliance.

CEO's Signature



Date

September 16, 2025

ATTACHMENTS

1. Monitoring report for Emergency CEO Succession (Policy 2.8)

POLICY TITLE: EMERGENCY CEO SUCCESSION	Page#	Compliance
2.8 In order to protect the Board from sudden loss of CEO services, the CEO may have no fewer than one, and preferably two, other executives who are sufficiently familiar with Board and CEO issues and processes to be able to temporarily assume the duties of CEO.	3	



Fully Compliant



Partially Compliant



Non-Compliant

Preliminary CEO Interpretations and Evidence

POLICY 2.8

In order to protect the Board from sudden loss of CEO services, the CEO may have no fewer than one, and preferably two, other executives who are sufficiently familiar with Board and CEO issues and processes to be able to temporarily assume the duties of CEO.

Degree of Compliance: Compliant

Interpretation

Operational Definition

I Interpret this policy to mean that at least one Deputy CEO position will be staffed at all times by at least one person who is familiar with the Board, its functions, Policy Governance, and ongoing operational matters, and who could temporarily assume the CEO role.

Measure/Standards & Achievement

Compliance will be demonstrated when there is at least one or two executive staff that could temporarily function as CEO for AAATA. The individual(s) must be able to work with the staff team to maintain all key AAATA functions without guidance from the current CEO and have a working knowledge of board policies and processes. They should have received some training in Policy Governance.

Rationale

These standards and targets are reasonable because Deputy CEO's work with each other and the CEO daily and already have a good understanding on operational and Board matters.

Evidence

Source of Data: Employment & training records

Date of Data Review: 09/16/25 as verified by CEO

Data:

Throughout the monitoring period, AAATA maintained three Deputy CEO positions namely, DCEO Operations, DCEO Finance and Administration, and DCEO Planning and Innovation. Each deputy completed the Policy Governance Boot Camp and worked in close coordination with the CEO. They regularly attended Board and committee meetings, and demonstrated a solid understanding of Policy Governance fundamentals. In addition, all three have a strong grasp of AAATA's current operations and board-related issues, positioning them to step into the CEO role if needed.

Policy Trendlines		
Policy	FY24	FY 25
2.8		
		LEGEND
		 Policy is not compliant
		 Policy is partially compliant
		 Policy is compliant

Guidance on Determining “Reasonableness” of CEO Interpretations

Are the interpretations reasonable?

An interpretation is reasonable if the following are provided,

1. a measure or standard,
2. a defensible rationale for the measure or standard,
3. a level of achievement necessary to achieve compliance and
4. a rationale for the level of achievement.

Is evidence verifiable?

Evidence is verifiable if there is

1. actual measurement/data,
2. the source of data and
3. the date when data was collected is provided.

Board's Conclusion on Monitoring Report

Board's conclusion after monitoring the report.

Following the Board's review and discussion with the CEO, the Board finds that the CEO:

- (A) a reasonable interpretation for all policy items and that the evidence demonstrates compliance with the interpretations.

Board Notes: (If Applicable)