

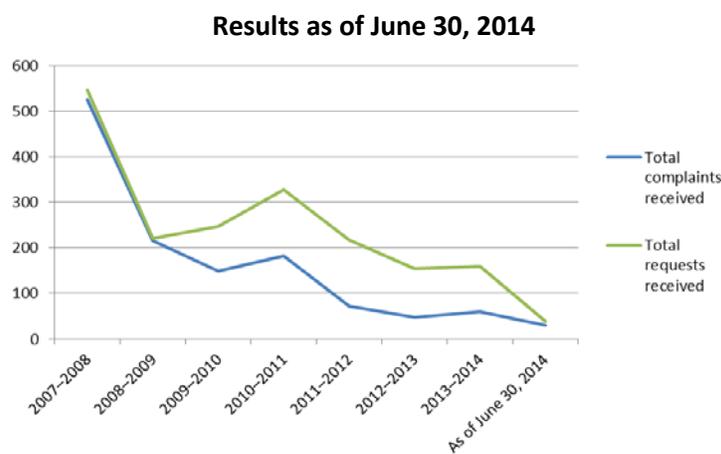


AN UPDATE FROM CBC/RADIO-CANADA

CBC/Radio-Canada's *Transparency and Accountability Bulletin* provides Canadians with the most up-to-date information on the Corporation's ongoing efforts to achieve the highest possible standards in accessibility, transparency and accountability. For a complete look at CBC/Radio-Canada's range of reporting, please visit the Corporation's [website](#).

1. QUARTERLY STATISTICS

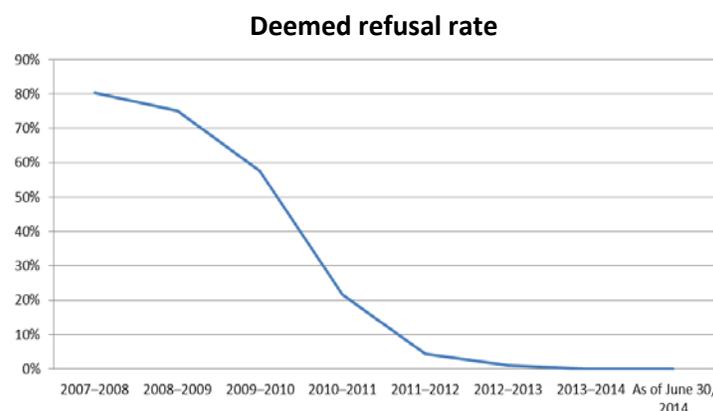
Since becoming subject to the Act in 2007, CBC/Radio-Canada has received a total of 1,921 requests and released 137,628 pages of information.¹ Much of that material, as well as documents from the Board of Directors' Meetings, and Business Travel and Hospitality Expenses, is available to the public on its [website](#). The following table highlights the Corporation's performance under the Act since 2007:



- The total number of requests received in the first quarter of 2014–2015 was 38.
- The total number of complaints filed with the Office of the Information Commissioner in the first quarter of 2014–2015 was 29.

Deemed Refusal Rate

The Act specifies that requests for information should be responded to within 30 days unless organisations give notice to the requester that additional time is required; all requests not responded to within statutory time limits are deemed to have been refused.² As of June 30, CBC/Radio-Canada's deemed refusal rate was **0%**, the lowest it has been since becoming subject to the Act.



¹ As of June 30, 2014

² <http://laws-lois.justice.gc.ca/eng/acts/A-1/index.html>



Backlog of complaint cases

With the Federal Court of Appeal clarifying the Office of the Information Commissioner's (OIC) jurisdiction over section 68.1 of the Act in November 2011,³ CBC/Radio-Canada has been working diligently with the OIC to decrease the backlog of complaint cases.

All access to information complaint cases against the Corporation, even those dating back to 2007, are analysed through the [guidelines](#) adopted by the Corporation in 2010. Under this new approach, a significant number of complaints have been resolved by the release of more information to requesters.

Since 2007, the Corporation has received a total of 1,276 complaints. As of June 30, 2014, CBC/Radio-Canada and the OIC have reduced the backlog of 246 pre-2013 complaints to 140. CBC/Radio-Canada continues to work diligently with the OIC to resolve the remaining outstanding complaints as quickly as possible.

2. COMPENSATION DISCLOSURE

CBC/Radio-Canada faces the challenge of competing for talent within a highly competitive private sector, while operating as a federal Crown corporation. To do that, the Corporation offers a total compensation package that allows it to attract, motivate and retain the talent required to deliver on its strategic objectives.

The Corporation is also committed to providing as much information as possible to Canadians about how it pays its employees, while respecting federal privacy laws⁴. We believe that this can increase Canadians' confidence that their financial support for public broadcasting is being used effectively.

As part of its ongoing effort to increase transparency, CBC/Radio-Canada has reviewed the compensation disclosure practices of other public broadcasters including the British Broadcasting Corporation and the Australian Broadcasting Corporation. Guided by their experiences and reflecting the Canadian environment, the Corporation has disclosed compensation levels for its senior management and on-air talent, a first among Crown corporations and other broadcasters.

Overview and benchmarks

CBC/Radio-Canada's total cash compensation, including base salary, incentive pay, and benefits, has been benchmarked against two relevant samples of peers. The first sample is made up of comparable Canadian companies from the entertainment, publishing and telecom industries as well as a range of large Crown corporations and federally-regulated companies; and the second includes publically-traded companies operating in and around our industry sector.

³<http://decisions.fca-caf.gc.ca/en/2011/2011fca326/2011fca326.html>

⁴ *Privacy Act*, Section 3, J (iii)



Senior Management

The following chart summarizes the compensation for CBC/Radio-Canada's senior management. It also provides comparisons with compensation in similar organizations.

2014 SENIOR MANAGEMENT COMPENSATION SUMMARY (at April 1, 2014)			
Cash Compensation at CBC/Radio-Canada	President and CEO ⁽²⁾	Executive Vice-President (EVP) ⁽³⁾	Vice-President (VP) ⁽⁴⁾
Number Eligible	1	2	5
Base Salary Range	\$367,500 – \$432,300	\$275,000 – \$375,000	\$250,000 – \$350,000
Total Cash Compensation Range ⁽¹⁾	\$430,500 – \$580,031	\$302,000 – \$594,500	\$274,000 – \$519,000
Comparative Market Data			
Total Cash Compensation - Public and Private Sector Peer Median ⁽⁵⁾	\$1,741,000	\$1,072,000	\$292,000 – \$547,000
Total Cash Compensation - Publicly Traded Peer Median ⁽⁶⁾	\$4,231,000	\$1,692,000	\$1,394,000
<p>⁽¹⁾ Total Cash Compensation for the President and CEO is governed by the regime for Governor-in-Council appointees. The compensation system for the rest of the Senior Executive Team is overseen by the Human Resources and Governance Committee of the Board. This compensation includes base salary, applicable at-risk incentive pay at target, and other taxable benefits (e.g. car allowance, medical assessment, financial planning, etc.). The two EVPs also participate in a long term incentive plan, but no payment has been made to date.</p> <p>⁽²⁾ Governor in Council Appointee.</p> <p>⁽³⁾ Positions are EVP, English Services and EVP, French Services.</p> <p>⁽⁴⁾ Consistent with a desire to reduce the number of executives, some positions are combined and are not easily comparable with other companies of similar size and scope. Positions are: VP and Chief Financial Officer; VP, Brand, Communications and Corporate Affairs; VP, People and Culture; VP, Real Estate, Legal Services and General Counsel; VP, Technology and Chief Regulatory Officer.</p> <p>⁽⁵⁾ Per external consultant market studies, including long-term incentives; comparative data from 36 peer companies in the entertainment, publishing and telecommunications industries as well as Crown Corporations and federally-regulated companies. Peer companies include, for example, Cirque du Soleil, Paramount Pictures, La Presse, The Globe and Mail, Bell Canada, Rogers Communications, Shaw Communications, Canada Post, Export Development Canada, and the Treasury Board of Canada Secretariat. President/CEO data from 2011 study; EVP and VP/CFO data from 2013 study.</p> <p>⁽⁶⁾ Per external consultant studies of the compensation disclosed in proxy statements of publicly traded peer companies, including long-term incentives, for President/CEO, Executive Vice-President and VP/Chief Financial Officer positions only. Companies include BCE, Cineplex, Cogeco Cable, CORUS Entertainment, IMAX, Lions Gate Entertainment, Quebecor, Rogers Communications, Shaw Communications, TELUS, Torstar, Transcontinental, and the TVA Group. President/CEO data from 2011 study; EVP and VP/CFO data from 2013 study.</p>			

On-Air Talent

As of April 1, 2014, CBC/Radio-Canada had the equivalent of 8,203 full-time positions. Approximately 87% of our workforce is unionized, represented by six bargaining units; their compensation ranges from \$26,716 to \$99,500, as set out in their respective [collective agreements](#).



In some cases, on-air talent (e.g. announcers, hosts, reporters and presenters) will receive additional remuneration, above their union scale, as negotiated individually, based on factors such as their recognized prominence, special skills and expertise.

The following charts summarize the compensation for on-air talent, as of April 1, 2014 as well as their classifications. This information is set out in the form of salary bands (of \$50,000 increments) and is aggregated, where necessary, in accordance with the requirements of federal law to protect the privacy of individuals.

ON-AIR GROUPS COMPENSATION SUMMARY (at April 1, 2014)				
Compensation	Average Actual Compensation ⁽¹⁾	Count		
		#	%	
>=\$300k	\$485,667	4	0.31%	
\$250k - \$299k	\$270,078	6	0.47%	
\$200k - \$249k	\$226,395	9	0.70%	
\$150k - \$199k	\$179,322	21	1.63%	
\$100k - \$149k	\$121,232	89	6.92%	
\$50k - \$99k	\$72,147	1,067	82.97%	
<\$50k	\$32,146	90	7.00%	
Total Count		1,286	100%	
Classification ⁽²⁾				
Canadian Media Guild ⁽³⁾		Syndicat des communications de Radio-Canada ⁽⁴⁾		
Announcer-Operator	Host			
Host	Announcer			
News-Editor Presenter	Announcer-Interviewer			
Provincial Affairs Reporter	Columnist			
Reporter/Editor	Columnist-Researcher			
Senior Host	Traffic Reporter			
Senior Reporter	Commentator-Interviewer			
Video-Journalist	Foreign Correspondent			
	Journalist			
	Journalist-Presenter			
	Journalist-Presenter (Thematic / Blended Newscasts)			
	Journalist-Producer			
	Meteorologist			
	Presenter-Producer			
	National Reporter			
	National Specialized Reporter			
	Specialized Reporter			
	Lineup Editor (National)			
	Lineup Editor (Regional)			
	Videojournalist			
	Videojournalist (Grandfathered)			
⁽¹⁾	Does not include overtime (average 9.6%)			
⁽²⁾	Classifications determined as "on-air"			
⁽³⁾	CMG Band 12 Top of Scale (Apr 1/14): \$81,617.96 - 38.75 hours/week			
⁽⁴⁾	SCRC Band 13 Top of Scale (Mar 3/14): \$89,702 - 37.50 hours/week			