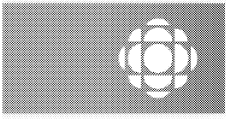


2013-2014 PRESIDENT AND CEO'S PERFORMANCE REVIEW

TO:	Human Resources and Governance Committee
MEETING:	May 14-15, 2014
FROM:	Roula Zaarour, Vice-president, People and Culture
DECISION SOUGHT:	Approval of President and CEO's performance review for 2013-2014
NEXT STEPS:	Submit to Private Council Office with formal recommendation
DATE:	May 9 th , 2014



RESOLUTION

- That the Human Resources and Governance Committee recommends to the Board that the 2013-2014 performance review of Hubert T. Lacroix be approved.



PERFORMANCE AGREEMENT AND EVALUATION FORM

PERFORMANCE CYCLE:	FROM: April 1, 2013	TO: March 31, 2014
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SECTION A: PERSONAL INFORMATION

NAME:	Hubert T Lacroix
POSITION TITLE:	CEO, CBC/Radio-Canada

SECTION B: POLICY AND PROGRAM RESULTS

Objectives that are based on the organization's corporate plan and that reflect its statutory mandate; and objectives that reflect priority areas of focus for the Government.

Objectives	Performance Measures	Results Achieved
Continue to drive productivity and innovation to ensure a more nimble and flexible workforce. Savings will be reinvested to support our programming needs.	s.19(1) s.21(1)(b)	



Objectives	Performance Measures	Results Achieved
	<p>s.19(1) s.21(1)(b)</p>	
<p>Continue to deliver on Strategy 2015</p>		



Objectives	Performance Measures	Results Achieved
Deliver on new CRTC conditions of licence	s.19(1) s.21(1)(b)	

Narrative on Policy and Program Results



SECTION C: MANAGEMENT RESULTS

Objectives based on financial management priorities; objectives based on human resources management priorities; objectives based on risk management priorities; and other management objectives as set by the board (infrastructure, marketing, governance, public affairs, etc.).

Objectives	Performance Measures	Results Achieved
<p>Adopt a 3-year People & Culture strategic plan aligned with Strategy 2015</p>		
<p>Address the OAG's recommendations</p>		
<p>Continue to communicate effectively and constructively with employees and management through continued engagement and development initiatives.</p> <p>Continue the transparent communication with the unions.</p> <p>s.19(1)</p> <p>s.21(1)(b)</p>		



Objectives	Performance Measures	Results Achieved
	<p>s.19(1)</p> <p>s.21(1)(b)</p>	



Objectives	Performance Measures	Results Achieved
Narrative on Management Results		

SECTION D: SHAREHOLDER AND STAKEHOLDER RELATIONS RESULTS

Objectives designed to ensure productive and effective relations with the minister, the portfolio deputy minister and central agencies; and objectives designed to ensure productive and effective relations with other stakeholders as identified by the board.

Objectives	Performance Measures	Results Achieved
Continue to strengthen the relationship with Board of Directors, Government officials, CRTC, and industry leaders	s.19(1) s.21(1)(b)	



Objectives	Performance Measures	Results Achieved
	s.19(1) s.21(1)(b)	

Narrative on Shareholder and Stakeholder Relations Results



SECTION E: LEADERSHIP RESULTS

Objectives that demonstrate the effective display of values and ethics in addition to other leadership competencies as set by the board.

Objectives	Performance Measures	Results Achieved
Continue to focus on diversity of voices in news and current affairs programming		
Continue to drive the organization to be forward-looking and to maintain its leadership position s.19(1) s.21(1)(b)		
Maintain and support the Corporation's leadership in the Access To Information performance		



Narrative on Leadership Results

s.19(1)
s.21(1)(b)

SECTION F: CORPORATE RESULTS

These objectives should reflect a current priority of the Government and/or of Crown Corporations as a whole. The objective will be communicated on behalf of the Governor in Council on an annual basis. Performance will be evaluated and rewarded based on results obtained and the extent to which the corporation was able to contribute to the furthering of these priorities.

Objectives	Performance Measures	Results Achieved
To renew and transform business processes through the effective implementation of cost-reduction and efficiency improvement initiatives as identified in the Deficit Reduction Action Plan and other government-wide or organizational initiatives.		

Narrative on Corporate Results



SECTION G: RATINGS AND RECOMMENDATIONS													
Performance Rating:													
<table border="1"> <thead> <tr> <th>Individual Commitments</th> <th>Corporate Commitment</th> </tr> </thead> <tbody> <tr> <td><input type="checkbox"/> Did Not Meet</td> <td><input type="checkbox"/> Did Not Meet</td> </tr> <tr> <td><input type="checkbox"/> Succeeded -</td> <td><input type="checkbox"/> Succeeded -</td> </tr> <tr> <td><input type="checkbox"/> Succeeded</td> <td><input type="checkbox"/> Succeeded</td> </tr> <tr> <td><input type="checkbox"/> Succeeded +</td> <td><input type="checkbox"/> Succeeded +</td> </tr> <tr> <td><input type="checkbox"/> Surpassed</td> <td><input type="checkbox"/> Surpassed</td> </tr> </tbody> </table>	Individual Commitments	Corporate Commitment	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Succeeded -	<input type="checkbox"/> Succeeded -	<input type="checkbox"/> Succeeded	<input type="checkbox"/> Succeeded	<input type="checkbox"/> Succeeded +	<input type="checkbox"/> Succeeded +	<input type="checkbox"/> Surpassed	<input type="checkbox"/> Surpassed	
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<input type="checkbox"/> Surpassed	<input type="checkbox"/> Surpassed												
Recommended At-Risk Pay (%):													
Individual: Corporate:													
Recommended In-Range Salary Increase (%)													

SECTION G: SIGNATURES

Chairperson

Date

Chief Executive Officer

Date

Once completed, please forward the original to your portfolio Minister, with copies to the portfolio Deputy Minister and the Deputy Secretary to the Cabinet (Senior Personnel and Public Service Renewal), PCO.



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(once completed)

APPENDIX

s.19(1)

s.21(1)(b)



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