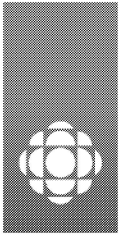




## 2015-2016 PRESIDENT AND CEO'S OBJECTIVES

<b>TO:</b>	Human Resources and Governance Committee
<b>MEETING:</b>	May 13-14, 2015
<b>DECISION SOUGHT:</b>	Approval of President and CEO's objectives for 2015-2016
<b>NEXT STEPS:</b>	Submit to the Privy Council Office with formal recommendation and publish the objectives for 2015-2016
<b>DATE:</b>	May 1 <sup>st</sup> , 2015



## RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that the 2015-2016 performance objectives of Hubert T. Lacroix be approved.

PROTECTED B  
(once completed)

**PERFORMANCE AGREEMENT AND EVALUATION FORM**

<b>PERFORMANCE CYCLE:</b>	FROM: <b>April 1, 2015</b>	TO: <b>March 31, 2016</b>
---------------------------	----------------------------	---------------------------

<b>SECTION A: PERSONAL INFORMATION</b>	
<b>NAME:</b>	Hubert T. Lacroix
<b>POSITION TITLE:</b>	CEO, CBC/Radio-Canada

<b>SECTION B: POLICY AND PROGRAM RESULTS</b>
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.

<b>Objectives</b>	<b>Performance Measures</b>	<b>Results Achieved</b>



PROTECTED B  
(once completed)

**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

**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.



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(once completed)

Objectives	Performance Measures	Results Achieved

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



**Narrative on Leadership Results**

**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
TBC	TBC	

**Narrative on Corporate Results**



**SECTION G: RATINGS AND RECOMMENDATIONS**

<b>Performance Rating:</b>		
<b>Individual Commitments</b>	<b>Corporate Commitment</b>	
<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	
<b>Recommended At-Risk Pay (%):</b>		
<b>Individual:</b>		
<b>Corporate:</b>		
<b>Recommended In-Range Salary Increase (%)</b>		

**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.**



Government  
of Canada

Gouvernement  
du Canada

PROTECTED B  
(once completed)

## APPENDIX