

PROTECTED B (once completed)

# PERFORMANCE AGREEMENT AND EVALUATION FORM

PERFORMANCE	CYCLE: FRO	M: April 1, 2013	TO: March 31, 2014	
SECTION A: PER	SONAL INFORI	MATION		
NAME:	Hubert T Lacroix			
POSITION TITLE:	CEO, CBC/Rad	dio-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.

Continue to drive productivity	
and innovation to ensure a more nimble and flexible workforce. Savings will be reinvested to support our programming needs.	
ntinue to deliver on Strategy 15	
	~
Deliver on new CRTC onditions of licence	· ·



Gouvernement du Canada PROTECTED B (once completed)

and Program Results
es; objectives based on human resources anagement priorities; and other management teting, governance, public affairs, etc.).
Results Achieved

Continue the transparent communication with the unions.



Gouvernement du Canada PROTECTED B (once completed)

Objectives	Performance Measures	Results Achieved
	Narrative on Management Resul	ts

### 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	Results Achieved
Continue to strengthen the relationship with Board of Directors, Government officials, CRTC, and industry leaders	

	Narrative on Shareholder and Stakeholder Relations Results			
Notes that the same of the sam				
	30			

s.21(1)(b)

PROTECTED B (once completed)

### 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.

*:



Gouvernement du Canada

## s.21(1)(b)

PROTECTED B (once completed)

#### **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		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	

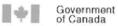
SECTION G: RATIN	GS AND RECOMMENDATION	ONS	
Performance Rating	<b>j</b> :		
Individual Commitments	Corporate Commitment		
Did Not Meet	Did Not Meet		
Succeeded -	Succeeded -		
Succeeded	Succeeded		
Succeeded +	Succeeded +		
Surpassed	Surpassed		
Recommended At-F Individual: Corporate:	Risk Pay (%):		
Recommended In-R	ange Salary Increase (%)		
SECTION G: SIGNA	TURES		
Chairpei	rson	Date	
Chief Executi	ve 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.

## **APPENDIX**

s.19(1)

s.21(1)(b)



PROTECTED B (once completed)



Gouvernement du Canada PROTECTED B (once completed)