

SET SUCCESSION PLANNING

TO:	Board of Directors
MEETING:	March 22 nd – 23 rd , 2016
FROM:	Josée Girard, Vice-President, People and Culture
PURPOSE:	Update on SET Succession Planning
DATE:	March 2 nd , 2016



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EXPLANATORY NOTES

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2 CBC  Radio-Canada

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SIGNIFICANT POINTS

Planned, and possibly unplanned, changes to current incumbents in SET roles within the next 24 months:

- Hubert T. Lacroix, President and CEO – last two years of mandate (end 2017);




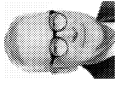



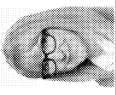

OVERVIEW OF SENIOR EXECUTIVE TEAM SUCCESSION RISKS

SET ROLE INCUMBENTS' DETAILS*						
Photo	VP Surname	VP Name	Gender	Job Title	Years In Band	Nb yrs In Current Role
				Hubert T. Lacroix - President & CE		
	CONWAY	HEATHER	F	EXECUTIVE VP ENGLISH SERVICES	2,2	2,2
	LALANDE	LOUIS	M	EXECUTIVE VP FRENCH SERVICES	4,1	4,1
	PURVES	JUDITH	F	EXECUTIVE VP & CFO	0,9	0,9
	JOHNSTON	ALEX	F	VP STRATEGY & PUBLIC AFFAIRS	0	0
	GIRARD	JOSÉE	F	VP PEOPLE & CULTURE	0,6	0,6
	GADOURY	SYLVIE	F	VP LEGAL SERVICES, GENERAL COUNSEL & CORPORATE SECRETARY	0,7	0,7
	GUITON	STEVEN	M	EXECUTIVE VP MTS	6,2	2,8

* HRIS data as at March 1st, 2016



OVERVIEW OF SENIOR EXECUTIVE TEAM DEVELOPMENT ACTIONS

SET ROLE INCUMBENTS DETAILS			
Photo	VP Surname	VP Name	Gender Job Title
	CONWAY	HEATHER	F EXECUTIVE VP ENGLISH SERVICES
	LALANDE	LOUIS	M EXECUTIVE VP FRENCH SERVICES
	PURVES	JUDITH	F EXECUTIVE VP & CFO
	JOHNSTON	ALEX	F VP STRATEGY & PUBLIC AFFAIRS
	GIRARD	JOSÉE	F VP PEOPLE & CULTURE
	GADOURY	SYLVIE	F VP LEGAL SERVICES, GENERAL COUNSEL & CORPORATE SECRETARY
	GUITON	STEVEN	M EXECUTIVE VP MTIS

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SUCCESSION PLAN - EXECUTIVE VP ENGLISH SERVICES

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SUCCESSION PLAN - EXECUTIVE VP FRENCH SERVICES

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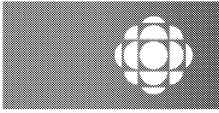
SUCCESSION PLAN - EXECUTIVE VP & CFO

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SUCCESSION PLAN - VP STRATEGY & PUBLIC AFFAIRS

SET SUCCESSION PLANNING



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SUCCESSION PLAN - VP PEOPLE & CULTURE

SET SUCCESSION PLANNING



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SUCCESSION PLAN - VP LEGAL SERVICES, GENERAL COUNSEL & CORPORATE SECRETARY

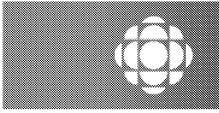
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SUCCESSION PLAN - EXECUTIVE VP MTIS



ACTIONS TO IMPROVE THE QUALITY OF THE SET SUCCESSION PLANS

To strengthen the SET Succession Plan and mitigate succession risks, the following actions will be taken: