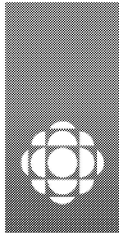




## 2015 BASE SALARY INCREASE FOR MEMBERS OF SET

<b>TO:</b>	Board of Directors Human Resources and Governance Committee (HRGC)
<b>MEETING:</b>	March 25 and 26, 2015
<b>FROM:</b>	Roula Zaarour, Vice-President, People and Culture
<b>DECISION SOUGHT:</b>	Approval of 2015 base salary increase for SET members
<b>NEXT STEPS:</b>	Implement and communicate
<b>DATE:</b>	March 12, 2015



## CONTEXT

s.18(a)  
s.18(b)

- The Human Resources and Governance Committee must review and approve all base salary increases for members of SET.
- A base salary planning budget of \_\_\_\_\_ for all STIP-eligible employees is being requested at this March 2015 Board of Director's meeting.



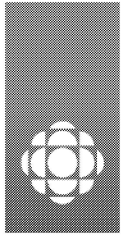
# KEY DECISION ELEMENT

s.18(a)  
s.18(b)  
s.21(1)(b)

- Approval of the following base salary recommendations to be effective January 1, 2015:

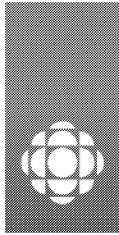
Name / Nom	Title / Titre	Current Salary / Salaire actuel	Increase / Augmentation %	New Salary / Nouveau salaire <sup>1</sup>	Compa-Ratio / Coefficient <sup>2</sup>
CONWAY HEATHER	Executive VP, English Services / VP principale des Services anglais				MBD <sup>3</sup> Proxy <sup>4</sup>
LALANDE LOUIS	Executive VP, French Services / VP principal des Services français				MBD <sup>3</sup> Proxy <sup>4</sup>
BERTRAND MARYSE	VP, Real Estate, Legal Services and General Counsel / VP, Services immobiliers, Services juridiques et Avocat-conseil				
GUITON STEVEN	VP, Technology and Chief Regulatory Officer / VP, Technologies et chef des Affaires réglementaires				
ZAAROUR ROULA	VP, People and Culture / VP, Personnes et Culture				
CHAMBERS WILLIAM	VP, Brand, Communications and Corporate Affairs / VP, Image de marque, Communications et Affaires institutionnelles				
PURVES JUDITH	VP and Chief Financial Officer / VP et chef de la Direction financière				MBD <sup>3</sup> Proxy <sup>4</sup>

<sup>1</sup> salary planning budget New salary rounded up to nearest thousand.  
<sup>2</sup> Compa-ratio represents CBC/Radio-Canada's new target total compensation relative to the market P50.  
<sup>3</sup> MBD = Mercer Benchmark Data (aged by 3.1% to January 2015 per 2015 Mercer base salary market forecast).  
<sup>4</sup> Proxy = Proxy Data.  
<sup>5</sup>  
<sup>6</sup>



## RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that the base salary recommendations for SET members be approved as presented.



# APPENDICES

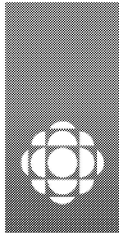
1. Market comparators
2. Peer groups



# APPENDIX 1 – MARKET COMPARATORS

## MERCER BENCHMARK DATABASE (MBD) AND PROXY DATA

CAD (\$000s)			Base Salary				Target Short-Term Incentive <i>(as a % of Base Salary)</i>				Target Total Cash Compensation <sup>1</sup>				Target Long-Term Incentive <i>(as a % of Base Salary)</i>				Target Total Direct Compensation <sup>2</sup>				Target Total Compensation <sup>3</sup>				Compa-ratio <sup>4</sup>
CBC/R-C Position Title	Benchmark Position Title	Data Source: Scope / Criteria	CBC/R-C	P25	P50	P75	CBC/R-C	P25	P50	P75	CBC/R-C	P25	P50	P75	CBC/R-C	P25	P50	P75	CBC/R-C	P25	P50	P75	CBC/R-C	P25	P50	P75	



# APPENDIX 2 – PEER GROUPS

s.18(a)  
s.18(b)  
s.21(1)(b)

Entertainment	Publishing	Telecommunications	Federal/National Crown Corporations	Federally Regulated Transportation Companies
---------------	------------	--------------------	-------------------------------------	--

2015 SET BASE SALARY INCREASE