PERQUISITES PROGRAM	
Flexible Perquisites : · *Monthly car allowance* · *Club membership* · *Security system/maintenance* · *Child/Elder care* · *Health Care Spending Account* · *Registered Education Savings Plan* · *Flexible component of the CBC Pension Plan (FlexPen)*	**$19,700 - $22,700**
Executive Medical (Core perquisite - non-flexible - no cash value) * CBC billed directly	**$800**
Financial Planning (Core perquisite - non-flexible - no cash value)	**$3,500**
TOTAL VALUE PER CALENDAR YEAR	**$24,000 - $27,000**
Parking	**provided**

Notes:
- annual program Jan 1 to Dec 31
- amount reimbursed upon presentation of receipt for expense
- perquisites are generally taxable benefits
- in addition, parking for Executive level is provided at place of work (taxable benefit)

Strictly Confidential
Restricted Distribution

VICE-PRESIDENT SALARY RANGE 2009	
$173,000	$375,000