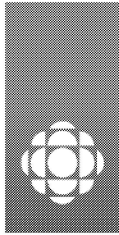




2014-2015 SHORT-TERM INCENTIVE PLAN (STIP) RESULTS – SET MEMBERS

| | |
|-------------------------|--|
| TO: | Board of Directors Human Resources and Governance Committee |
| MEETING: | August 20, 2015 |
| FROM: | Hubert T. Lacroix, CEO and President Josée Girard, Vice-President, People and Culture |
| DECISION SOUGHT: | Approval of 2014-2015 Short-Term Incentive Plan (STIP) results for SET members |
| NEXT STEPS: | Implement and communicate |
| DATE: | August 12, 2015 |



CONTEXT

- The Human Resources and Governance Committee must review and approve the annual compensation package for members of SET.
- At the March 2015 Board of Directors meeting, SET salary increases, effective January 1, 2015, were approved.

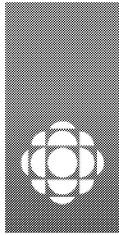


KEY DECISION ELEMENTS

| Name | 2014 Salary | STIP Target % | Months | STIP Target \$ | 2014-2015 Results and Payment | | | | |
|--------------------------------|-------------|---------------|--------|----------------|--------------------------------|------------------------|-----------------|--------------|----|
| | | | | | CBC/ Radio-Canada ¹ | Component ¹ | Individual PMSD | STIP Payment | |
| | | | | | \$ | \$ | \$ | \$ | \$ |
| CONWAY, HEATHER | | | | | | | | | |
| LALANDE, LOUIS | | | | | | | | | |
| BERTRAND, MARYSE ² | | | | | | | | | |
| MORRIS, SUZANNE ³ | | | | | | | | | |
| GUITON, STEVEN | | | | | | | | | |
| ZAROUR, ROULA | | | | | | | | | |
| CHAMBERS, WILLIAM ⁴ | | | | | | | | | |

¹ Performance results for Corporate and Component metrics, as approved at the June 23-24, 2015 Board of Directors meeting.

²
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RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that the 2014-2015 Short-Term Incentive Plan results for SET members be approved as presented.