



## PENSION BOARD OF TRUSTEES NEW APPOINTMENT

<b>TO:</b>	Audit Committee
<b>MEETING:</b>	August 22, 2013
<b>FROM:</b>	Roula Zaarour, Vice-President, People and Culture
<b>DECISION SOUGHT:</b>	Appointment of a Trustee to the CBC Pension Board of Trustees to fill a vacancy caused by retirement
<b>NEXT STEPS:</b>	Letter of acceptance to be sent to new appointee by the President & CEO
<b>DATE:</b>	August 12, 2013



## CONTEXT

- As provided in the Trust Deed between CBC/Radio-Canada and the Trustees, the CBC Pension Board of Trustees administers the assets of the Pension Plan.
- Article 3 of the Trust Deed (Schedule C of the By-Laws) addresses the composition of the Board of Trustees.
- The Board must consist of a minimum of 6 Trustees and a maximum of 7:
  - The majority of Trustees (4) must either hold office as Directors of the Corporation or be officers of the Corporation.
  - The senior executive officer responsible for Human Resources, and the senior executive officer responsible for Finance are Trustees by virtue of their position, or such other Corporate Executive of the Corporation as designated by the President and CEO of the Corporation and approved by the Board of Directors of the Corporation.
  - The Corporation appoints all other Trustees.





## CONTEXT (CONT'D)

- Historically, the Corporation has accepted that the 3 Trustees who are not Directors or officers of the Corporation be two employees (to represent French and English services respectively) and a pensioner. These three individuals are chosen as follows:
  - The two employees are nominated by the Consultative Committee on Staff Benefits (CCSB), a joint management/union committee that discusses CBC/Radio-Canada employee benefits.
  - The pensioner is nominated by the CBC Pensioners National Association.
- These nominations are submitted to the CBC/Radio-Canada Audit Committee and the Board of Directors for approval.



## KEY DECISION ELEMENT

- Mr. Robert Fisher, the English Services Trustee whose term was renewed on January 1, 2013, will be retiring in September 2013.
- A trustee must therefore be appointed to fill in the vacancy.
- In accordance with established practice, the CCSB has recommended the nomination of the following candidate to serve on the Board of Trustees in replacement of Robert Fisher as follows:
  - Jonathan Soper representing the English Services for a term beginning October 1, 2013 to December 31, 2015.
- Mr. Soper has previously served as a Trustee on the Pension Board of Trustees from January 1, 1999 to March 31, 2010.



## RESOLUTION

- That the Audit Committee recommends that Jonathan Soper be appointed to the CBC Pension Board of Trustees effective October 1, 2013.