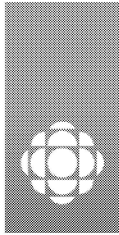


2014-2015 PRESIDENT AND CEO'S OBJECTIVES

TO:	Human Resources and Governance Committee
MEETING:	June 17-18, 2014
FROM:	Roula Zaarour, Vice-president, People and Culture
DECISION SOUGHT:	Approval of President and CEO's objectives for 2014-2015
NEXT STEPS:	Submit to the Privy Council Office with formal recommendation and publish the objectives for 2014-2015
DATE:	June 16, 2014



RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that the 2013-2014 performance objectives of Hubert T. Lacroix be approved.



PERFORMANCE AGREEMENT AND EVALUATION FORM

PERFORMANCE CYCLE:	FROM: April 1, 2014	TO: March 31, 2015
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SECTION A: PERSONAL INFORMATION	
NAME:	Hubert T Lacroix
POSITION TITLE:	CEO, CBC/Radio-Canada

SECTION B: POLICY AND PROGRAM RESULTS
Objectives that are based on the organization's corporate plan and that reflect its statutory mandate; and objectives that reflect priority areas of focus for the Government.

Objectives	Performance Measures	Results Achieved
In keeping with the Board's goal of creating 'One Company', continue to drive productivity and innovation to ensure a more nimble and flexible workforce. Savings will be reinvested to support our programming needs.		
Deliver on the final year of Strategy 2015.		
Deliver a new 5-year Strategic Plan that would allow CBC/R-C to deliver on its mandate in an evolving environment.		

s.21(1)(b)
s.19(1)



Narrative on Policy and Program Results

SECTION C: MANAGEMENT RESULTS

Objectives based on financial management priorities; objectives based on human resources management priorities; objectives based on risk management priorities; and other management objectives as set by the board (infrastructure, marketing, governance, public affairs, etc.).

s.21(1)(b)
s.19(1)

Objectives	Performance Measures	Results Achieved
Address the OAG's recommendations.		
Continue to communicate effectively and constructively with employees and management through continued engagement and development initiatives. Continue the transparent communication with the unions.		

Narrative on Management Results



SECTION D: SHAREHOLDER AND STAKEHOLDER RELATIONS RESULTS

Objectives designed to ensure productive and effective relations with the minister, the portfolio deputy minister and central agencies; and objectives designed to ensure productive and effective relations with other stakeholders as identified by the board.

Objectives	Performance Measures	Results Achieved
Continue to strengthen the relationship with Board of Directors, Government officials, CRTC, and industry leaders.		

s.21(1)(b)
s.19(1)

Narrative on Shareholder and Stakeholder Relations Results

SECTION E: LEADERSHIP RESULTS

Objectives that demonstrate the effective display of values and ethics in addition to other leadership competencies as set by the board.

Objectives	Performance Measures	Results Achieved
Continue to focus on diversity of voices in news and current affairs programming.		
Maintain and support the Corporation's leadership in the Access To Information performance.		



Narrative on Leadership Results

[Empty box for Narrative on Leadership Results]

SECTION F: CORPORATE RESULTS

These objectives should reflect a current priority of the Government and/or of Crown Corporations as a whole. The objective will be communicated on behalf of the Governor in Council on an annual basis. Performance will be evaluated and rewarded based on results obtained and the extent to which the corporation was able to contribute to the furthering of these priorities.

Objectives	Performance Measures	Results Achieved
To renew and transform business processes through the effective implementation of cost-reduction and efficiency improvement initiatives as identified in the Deficit Reduction Action Plan and other government-wide or organizational initiatives.		

s.21(1)(b)
s.19(1)

Narrative on Corporate Results

[Empty box for Narrative on Corporate Results]



SECTION G: RATINGS AND RECOMMENDATIONS

Performance Rating:		
Individual Commitments	Corporate Commitment	
<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Did Not Meet	
<input type="checkbox"/> Succeeded -	<input type="checkbox"/> Succeeded -	
<input type="checkbox"/> Succeeded	<input type="checkbox"/> Succeeded	
<input type="checkbox"/> Succeeded +	<input type="checkbox"/> Succeeded +	
<input type="checkbox"/> Surpassed	<input type="checkbox"/> Surpassed	
Recommended At-Risk Pay (%):		
Individual:		
Corporate:		
Recommended In-Range Salary Increase (%)		

SECTION G: SIGNATURES

.....
Chairperson

.....
Date

.....
Chief Executive Officer

.....
Date

Once completed, please forward the original to your portfolio Minister, with copies to the portfolio Deputy Minister and the Deputy Secretary to the Cabinet (Senior Personnel and Public Service Renewal), PCO.



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(once completed)

APPENDIX

s.21(1)(b)

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