



SET COMPENSATION PLANNING

TO:	Human Resources and Governance Committee
MEETING:	May 14, 2013
FROM:	Roula Zaarour, Vice-President, People and Culture
DECISION SOUGHT:	Approval of base salary increases for SET members
NEXT STEPS:	Implement and communicate
DATE:	May 10, 2013



CONTEXT

- The Human Resources and Governance Committee must review and approve all base salary increases for members of SET.
- At the March 2013 Board of Director's meeting, a salary planning budget of 1.5% (1.4% merit + 0.1% Health Care Fund) was approved.



KEY DECISION ELEMENTS

- Approval of the following base salary recommendations to be effective January 1, 2013:

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

¹ New salary rounded to nearest thousand.

² Compa-ratio represents CBC/Radio-Canada's new target total compensation relative to the market P50.

³ 2013 Salary Review applicable to VP & CRO role. Adjustment from January 1, 2013 to date of appointment to new role.

⁴ Technology accountabilities added in addition to current Regulatory, Research and Media Technology Services portfolios. Salary adjustment upon appointment to new role takes into consideration multi-portfolio role unique to CBC/Radio-Canada.



RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that the SET salary increases be approved as presented.



APPENDIX – MARKET COMPARATORS

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

CBC/Radio-Canada Title	Match Title	Scope	New Salary (eff Jan 1/13)				Target STI (% of base)				Target Total Cash Compensation (A)				Target Total Direct Compensation (B)				Target Total Compensation (C)				Compa Ratio (D)
			CBC	P25	P50	P75	CBC	P25	P50	P75	CBC	P25	P50	P75	CBC	P25	P50	P75	CBC	P25	P50	P75	



APPENDIX – PEER GROUPS

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

Industry Sector			Proxy: Media and Telecommunications	Crown Corporations
Entertainment	Publishing	Telecommunications		