Board of Directors

Subject matter	January 13, 2012 (Conference Call)
Appointment of the Executive Vice-President, French Services	
Background	
recruitment process recommended finali	ouncement of Sylvain Lafrance's departure in June 2011, an external and internal was launched with the assistance of After a lengthy search, the ist is our internal candidate, Louis Lalande, currently interim Executive Vice-President, ice September 26, 2011.
Information on the	e matter
N/A	
For decision:	X For information:
Prepared by	
Name: Roula Zaa Date: January 13	arour, Vice-president, People and Culture 3, 2012
Recommendation	
The appointment of 2012,	f Louis Lalande to Executive Vice-President, French Services, effective January 13,
	/a

Decision made: n/a

Next steps

s.20(1)(b)

s.19(1)

s.18(a)

s.18(b)

Announcement of the appointment of Louis Lalande to the position of EVP, French Services on Monday, January 16, 2012.

Resolution

That the Human Resources and Compensation Committee recommend to the Board of Directors that the appointment of Louis Lalande to the position of Executive Vice-President, French Services, effective January 13, 2012, be approved on the terms and conditions presented.

SCHEDULE "J"

Effective January 30, 2001 Amended September 23, 2003

Amended and approved: September 1, 2006

SPECIAL RETIREMENT ALLOWANCE PROGRAM FOR CORPORATE EXECUTIVES

1. Eligibility

An officer or employee is eligible for this schedule if such officer or employee occupies, on or after January 1, 1991, any eligible position and voluntarily ceases to be an officer or employee of the Corporation, provided that at the time the officer or employee ceases to be an officer or employee of the Corporation, he/she has a minimum of two years of service in any eligible position or positions. An eligible position is defined as the position of President, as described in the Broadcasting Act, or that of full-time officer (altogether "Corporate Executive") designated by the CBC Board of Directors pursuant to By-Law 17 of the Corporation to whom the benefit of this allowance has been extended (hereafter a "Qualified Corporate Executive").

1.1 It is a condition precedent to participation in this Schedule J that the Qualified Corporate Executive participate in the CBC pension Plan; however eligible officers or employees who do not participate in the CBC Pension Plan may receive benefits equivalent to those available from the plan by participating employees, by executing a contract with the Corporation.

2. Benefits

The special retirement allowance shall be payable under the same terms and conditions as benefits payable under the CBC Pension Plan, except for those sections relating to a return of contributions or transfer values, and shall include without limitation actuarial reductions, indexation and survivors' benefits as provided under the CBC Pension Plan.

s.18(b)

2.1 Additional benefits payable to Qualified Corporate Executives participating on July 1, 2006 or other Qualified Corporate Executives designated by the Board

The provisions of this section 2.1 apply only to Qualified Corporate Executives who were participating in this plan on July 1, 2006 or to any other Qualified Corporate Executive so designated by resolution of the Board on the recommendation of the President and CEO.

3. Public Service Superannuation Act

If a Qualified Corporate Executive has not been a contributor to the CBC Pension Plan by reason of his/her having been a contributor under the Public Service Superannuation Act while he/she was an employee or officer of the Corporation, for the purpose of determining the benefits under this program, such benefits shall be computed as though the CBC Pension Plan had been in effect and that this individual shall be deemed to be governed by the provisions of the CBC Pension Plan for purposes of this program.

4. Administration

The President of the Corporation or an Officer of the Corporation designated by the President shall authorize payment of benefits under this program. The administration of this program will be carried out by a Component of the Corporation designated by the President for that purpose.

5. Funding

The Corporation shall not make any contributions to a fund under this program with respect to any eligible employee. Payment of any benefits due under this program shall be made by the Corporation, out of its general funds.

6. Limitations

No benefits under this Schedule are payable to an officer or employee who is receiving benefits under either former Schedule "D" ¹ (Supplementary Pension Plan) as it existed prior to August 26, 1991 or former Schedule "I" ² (Early Retirement Incentive Program) of the CBC By-laws. This benefit cannot accelerate eligibility for CBC Pension Plan benefits by lowering age and service thresholds.

The Corporation considers it necessary to and does reserve the right to amend this program from time to time or to discontinue this program. Such amendment or discontinuance shall not affect adversely any benefits which have or may become payable to or in respect of an officer or employee who ceases to be an officer or employee prior to the date of such amendment or discontinuance.

¹ Schedule "D" was deleted August 26, 1991. An unrelated Schedule D-2001 was adopted in 2001 and revised on September 23, 2003 and re-named Schedule D-2003.

² Schedule "I" was deleted November 6, 1998.