PERQUISITES PROCRAM		
Flexible Perquisites: · Monthly car allowance · Club membership · Security system/maintenance · Child/Elder care · Health Care Spending Account · Registered Education Savings Plan · Flexible component of the CBC Pension Plan (FlexPen)		- \$22,700
Executive Medical (Core perquisite - <u>non-flexible</u> - no cash value) * CBC billed directly	\$800	
Financial Planning (Core perquisite - <u>non-flexible</u> - no cash value)	\$3,500	
TOTAL VALUE PER CALENDAR YEAR	\$24,000	- \$27,000
Parking	provided	

Notes:

- annual program Jan 1 to Dec 31
- amount reimbursed upon

presentation of receipt for expense

- perquisites are generally taxable benefits
- in addition, parking for <u>Executive</u>
 <u>level</u> is provided at place of work
 (taxable benefit)

SALARY	ESIDENT RANGE 08
\$173,000	\$375,000