



2013-2014 SHORT-TERM INCENTIVE PLAN (STIP) RESULTS – SET MEMBERS

TO:	Board of Directors Human Resources and Governance Committee (HRGC)
MEETING:	August 21, 2014
FROM:	Hubert T. Lacroix, CEO and President Roula Zaarour, Vice-President, People and Culture
DECISION SOUGHT:	Approval of 2013-2014 Short-Term Incentive Plan (STIP) results for SET members
NEXT STEPS:	Implement and communicate
DATE:	August 19, 2014



CONTEXT

- The Human Resources and Governance Committee must review and approve the annual compensation package for members of SET.
- At the March 2014 Board of Directors meeting, SET salary increases, effective January 1, 2014, were approved.



KEY DECISION ELEMENTS

Name	s.19(1)		s.21(1)(b)		s.21(1)(c)		2013-2014 Results and Payment			
	2013 Salary	STIP Target %	Months	STIP Target	STIP Target	STIP Target	CBC/ Radio-Canada ¹	Component ¹	Individual PMSD	STIP Payment
							\$	\$	\$	\$
CONWAY, HEATHER ²										
LALANDE, LOUIS										
BERTRAND, MARYSE										
MORRIS, SUZANNE										
GUITON, STEVEN ³										
ZAAROUR, ROULA ⁴										
CHAMBERS, WILLIAM ⁵										

¹ Performance results for Corporate and Component metrics, as approved at the June 17-18 Board of Directors meeting.

² New incumbent. Appointment effective December 2, 2013.

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RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that the 2013-2014 Short-Term Incentive Plan results for SET members be approved as presented.