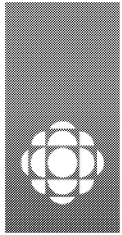




2015-2016 PRESIDENT AND CEO'S OBJECTIVES

TO:	Human Resources and Governance Committee
MEETING:	May 13-14, 2015
DECISION SOUGHT:	Approval of President and CEO's objectives for 2015-2016
NEXT STEPS:	Submit to the Privy Council Office with formal recommendation and publish the objectives for 2015-2016
DATE:	May 1 st , 2015



RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that the 2015-2016 performance objectives of Hubert T. Lacroix be approved.

PROTECTED B
(once completed)

PERFORMANCE AGREEMENT AND EVALUATION FORM

PERFORMANCE CYCLE:	FROM: April 1, 2015	TO: March 31, 2016
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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



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(once completed)

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.).

Objectives	Performance Measures	Results Achieved

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.



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Objectives	Performance Measures	Results Achieved

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



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
TBC	TBC	

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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APPENDIX