



COMMUNITY LIVING
BRITISH COLUMBIA

**COMMUNITY LIVING BRITISH COLUMBIA
EXECUTIVE COMPENSATION REPORTING
For the fiscal year ending March 31, 2014**

Summary Compensation Table

Name Position Title	Base Salary	Bonus and/or Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	Total 2013/14	Previous Years
Doug Woollard <i>Interim Chief Executive Officer</i>	\$164,681	-	\$9,822	\$17,231	-	\$191,734	2011-12 = \$185,182 2012-13 = \$191,949
Richard Hunter <i>VP Corporate Services</i>	\$149,856	-	\$9,930	\$15,673	-	\$175,460	2011-12 = \$175,861 2012-13 = \$175,728
Carol Goozh <i>VP Policy & Program Development</i>	\$149,710	-	\$9,748	\$15,908	-	\$175,366	2011-12 = \$176,001 2012-13 = \$175,518
Jack Styan ² <i>VP Strategic Initiatives</i>	\$130,000	-	\$8,504	\$13,469	-	\$151,973	2011-12 = \$5,800 2012-13 = \$153,657
Rick Mowles ¹ <i>Former Chief Executive Officer</i>					\$24,616	\$24,616	2011-12 = \$245,695 2012-13 = \$228,638

Summary Other Compensation Table at FISCAL, 2014

Name Position Title	All Other Compensation	Severance	Vacation payout	Leave payout	Transportation Allowance	Perquisites / other Allowances	Other
Doug Woollard <i>Interim Chief Executive Officer</i>	-	-	-	-	-	-	-
Richard Hunter <i>VP Corporate Services</i>	-	-	-	-	-	-	-
Carol Goozh <i>VP Policy & Program Development</i>	-	-	-	-	-	-	-
Jack Styan ² <i>VP Strategic Initiatives</i>	-	-	-	-	-	-	-
Rick Mowles ¹ <i>Former Chief Executive Officer</i>	\$24,616.00	\$19,130.00	\$5,486.00	-	-	-	-

¹ Rick Mowles ceased employment with CLBC, effective October 13, 2011 and Doug Woollard assumed the position as Interim CEO effective October 14, 2011.

² Jack Styan commenced employment with CLBC on March 19, 2012, following the decision to end the at-risk compensation plan.

CLBC'S Compensation Philosophy

Community Living BC (CLBC) believes that our total compensation program is essential for communicating performance expectations, aligning efforts to our strategic plan, and recognizing contributions to the organization's success. CLBC's excluded compensation model comprises of two components: base pay and a benefits package equivalent to that of the Public Service.

- **Base Pay** – is established at hire based on a candidate's entry level competency and market conditions; and can vary from 80-100 per cent of the position range. The incumbent progresses through salary adjustments (merit pay) to the 100 per cent level of the range based on in-year demonstrated on-the-job performance related to CLBC's core and leadership competencies, subject to budget availability.



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- **Benefits** – parallel the benefits package offered to senior level public service positions with the exception that CLBC does not have flexible benefits.

Salary increases are tied to performance as measured by the achievement of goals set out in the executive's annual performance plan. The annual performance plan is established at the beginning of the fiscal year and is directly linked to the CLBC key change initiative plan formulated by the senior management team and approved by the Board. At the direction of government salaries for all executives were frozen and no increases have been provided since 2012.

Vacation Entitlements

Vacation leaves for executive positions at CLBC vary and were established at hire. There is no relationship between vacation leave and the organization's compensation philosophy except insofar as a hiring is concerned.

Position	Vacation Entitlement
Interim CEO	224 hours (32 days)
VP, Corporate Services	238 hours (34 days)
VP, Policy & Program Development	245 hours (35 days)
VP, Strategic Initiatives	140 hours (20 days)

Community Living BC Board Attestation

I am aware of the executive compensation paid in the prior fiscal year and to the best of my knowledge that compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries, or any other organization related to or associated with Community Living BC. This includes the value of any pre or post-employment payments made during the twelve months before and after the term of employment. To the best of my knowledge, compensation provided was within approved compensation plans and complies with these guidelines.

Denise Turner
Chair, CLBC Board of Directors

30th June 2014

Date

June 25, 2014