

COMMUNITY LIVING BRITISH COLUMBIA EXECUTIVE COMPENSATION REPORTING For the fiscal year ending March 31, 2015

Summary Compensation Table at FISCAL, 2015

Name and Position	Salary	Bonus and / or Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2014/15 Total	Previous Years Totals	
							2013/14	2012/13
Seonag Macrae <i>Chief Executive Officer</i> ¹	\$107,730	\$ -	\$9,189	\$10,242	\$ -	\$127,161	\$ -	\$ -
Doug Woollard ² <i>Interim CEO</i>	\$59,335	\$ -	\$2,606	\$6,417	\$ -	\$68,358	\$191,734	\$191,949
<i>VP Organizational Development</i>	\$83,206	\$ -	\$6,715	\$8,621	\$49,568	\$148,110	\$ -	\$ -
Richard Hunter <i>VP Corporate Services</i>	\$150,435	\$ -	\$9,048	\$15,639	\$ -	\$175,122	\$175,459	\$175,728
Carol Goozh ³ <i>VP Policy and Program Development</i>	\$126,416	\$ -	\$10,183	\$13,383	\$75,812	\$225,794	\$175,366	\$175,518
Lynn Davies ⁴ <i>VP Regional Operations</i>	\$12,059	\$ -	\$1,513	\$1,345	\$ -	\$14,917	\$ -	\$ -

Summary Other Compensation Table at FISCAL, 2015

Name and Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Retirement Allowance payout ⁵
Seonag Macrae <i>Chief Executive Officer</i> ¹	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Doug Woollard ² <i>Interim CEO</i>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<i>VP Organizational Development</i>	\$49,568	\$ -	\$19,511	\$ -	\$ -	\$ -	\$30,057
Richard Hunter <i>VP Corporate Services</i>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Carol Goozh ³ <i>VP Policy and Program Development</i>	\$75,812	\$ -	\$40,169	\$ -	\$ -	\$ -	\$35,643
Lynn Davies ⁴ <i>VP Regional Operations</i>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

¹ Seonag Macrae commenced employment with CLBC on August 11, 2014.

² Doug Woollard assumed the role of VP, Organization Development effective August 11, 2014 and retired from CLBC, effective February 28, 2015.

³ Carol Goozh retired from CLBC, effective January 31, 2015.

⁴ Lynn Davies assumed the role of VP Regional Operation effective March 2, 2015, her annualized salary is \$143,000.

⁵ Retirement Allowance payout is paid in accordance with the BC Public Service 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.



- **Benefits** – parallel the benefits package offered to management 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’s Strategic Plan developed 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
CEO	175 hours (25 days)
VP, Organizational Development/Interim CEO	231 hours (33 days)
VP, Corporate Services	245 hours (35 days)
VP, Policy & Program Development	245 hours (35 days)
VP, Regional Operations/Director of Regional Operations	238 hours (34 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.



Tom Christensen
Chair, CLBC Board of Directors

July 8, 2015

Date