



COMMUNITY LIVING BRITISH COLUMBIA EXECUTIVE COMPENSATION REPORTING For the fiscal year ending March 31, 2016

Community Living BC (CLBC) was established on July 1, 2005 by the Community Living Authority Act with a mandate to provide person-centred supports to adults with developmental disabilities. Today, CLBC funds, administers and monitors services which meet the disability-related needs of two groups of eligible individuals. As of March 31, 2015, this included:

- 16,774 adults who have a developmental disability; and
- 923 adults who have fetal alcohol spectrum disorder (FASD) or autism spectrum disorder (ASD), and significant limitations in adaptive functioning.

CLBC funds services through a network of service providers and via individualized funding (directly to families), usually where families manage funds on behalf of their loved ones.

Support services include employment to help people find and keep work, residential supports that include supported or shared living and staffed residential (group) homes, community inclusion to assist people to pursue personal goals, including employment if they want to and can work, and respite services for families.

Specialized behavioural and mental health services for youth 14 and up and adults with developmental disabilities and mental health problems are provided through the Provincial Assessment Centre.

CLBC'S Compensation Philosophy

The purpose of our Compensation Philosophy is to describe the common principles that guide CLBC's excluded compensation programs and decisions in recognition of employees' contributions to CLBC's organizational results on behalf of our stakeholders. The Compensation Philosophy creates a framework for consistency and brings transparency to the pay strategy. CLBC's pay and other reward programs support our organizational strategy.

Community Living BC believes that our total compensation program is essential for communicating performance expectations, for aligning efforts to our strategic plan, and for recognizing contributions to the organization's success. Total Compensation includes all cash compensation, benefits and non-cash rewards. All programs will be consistent with government direction.

Market-driven. Our programs will be structured to be competitive both in their design and in the total compensation opportunity they offer. Positions are valued based on market, demand, skills and value to the organization. Market comparison groups include public service, public



sector, private sector (where applicable) and social services industries in which we compete for talent.

Performance-based. Annual pay at the individual employee level will be linked to individual performance and tied to divisional and organization wide results and differentiated as a result of outstanding performance or team contribution. We will seek to create clear expectations for performance, including performance measures and behaviours contributing to outcomes.

Values-orientated. The design and administration of our total rewards program will be guided by, and supportive of the CLBC's values and commitments. Our assessments of individual performance will measure results and the extent to which each of us is living the organization's values. Our total rewards program will be applied fairly and consistently, and communicated transparently to employees and the public, while protecting personal information.


Consistency of Approach. We will use principles and criteria which allow for the application of consistent judgment in administration. At the same time, guidelines will allow for sufficient flexibility to respond to unique, business-critical attraction and retention needs of CLBC.

Alignment with Business Strategies. Our programs will be aligned and support CLBC's short and long term strategies and objectives and appropriately link to our talent strategy.

Accountability to Stakeholders. We will ensure financial management of our compensation programs that are in keeping with PSEC guidelines, and will implement programs that are transparent and demonstrate the linkage between organizational success and the value created for our stakeholders.

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.



Thomas P. Christensen,
Chair, CLBC Board of Directors

May 26, 2016

Date

May 26, 2016



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Summary Compensation Table at FISCAL, 2016								
Name and Position (a)	Salary (b)	Holdback / Bonus / Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2015/16 Total	Previous Two Years Totals	
							2014/15	2013/14
Seonag Macrae, CEO	\$ 169,014	\$ -	\$ 7,519	\$ 17,747	\$ 16,963	\$ 211,243	\$ 127,161	\$ -
Richard Hunter, VP Finance (CFO)	\$ 146,759	\$ -	\$ 8,896	\$ 15,313	\$ 2,042	\$ 173,010	\$ 175,122	\$ 175,459
Lynn Davies, VP Regional Operations	\$ 143,607	\$ -	\$ 8,830	\$ 14,869	\$ 14,983	\$ 182,289	\$ 138,805	\$ -
Sara, Miller, VP, Corporate Services ¹	\$ 112,364	\$ -	\$ 8,692	\$ 10,910	\$ -	\$ 131,966	\$ -	\$ -
Jack Styan, VP, Strategic Initiatives	\$ 130,552	\$ -	\$ 6,799	\$ 13,525	\$ 980	\$ 151,856	\$ 151,638	\$ 151,973
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Summary Other Compensation Table at FISCAL, 2016							
Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Seonag Macrae, CEO	\$ 16,963	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 16,963
Richard Hunter, VP Finance (CFO)	\$ 2,042	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,042
Lynn Davies, VP Regional Operations	\$ 14,983	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,983
Sara Miller, VP Corporate Services ¹	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Jack Styan, VP, Strategic Initiatives	\$ 980	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 980
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Notes:	
Seonag Macrae, CEO	"Other" compensation includes relocation and parking expenses.
Richard Hunter, VP Finance (CFO)	"Other" compensation includes parking expenses.
Lynn Davies, VP Regional Operations	"Other" compensation includes relocation and parking expenses.
Sara, Miller, VP, Corporate Services ¹	Commenced with CLBC on June 1, 2015.
Jack Styan, VP, Strategic Initiatives	"Other" compensation includes parking expenses.