

**COMMUNITY LIVING BRITISH COLUMBIA  
EXECUTIVE COMPENSATION REPORTING  
For the fiscal year ending March 31, 2013**

**Summary Compensation Table**

Name Position Title	Salary	Benefits	Pension	All Other Compensation	Total 2012/13	Previous Years
Doug Woollard <i>Interim Chief Executive Officer</i>	\$164,681	\$10,119	\$17,149	-	\$191,949	2010-11 = \$175,921 2011-12 = \$185,182
Richard Hunter <i>VP Corporate Services</i>	\$149,856	\$10,234	\$15,638	-	\$175,728	2010-11 = \$176,231 2011-12 = \$175,861
Carol Goozh <i>VP Policy &amp; Program Development</i>	\$149,710	\$10,199	\$15,609	-	\$175,518	2010-11 = \$175,801 2011-12 = \$176,001
Jack Styan <sup>1</sup> <i>VP Strategic Initiatives</i>	\$130,000	\$10,609	\$13,049	-	\$153,657	2011-12 = \$5,800
Rick Mowles <sup>2</sup> <i>Former Chief Executive Officer</i>				\$228,638	\$228,638	2010-11 = \$229,919 2011-12 = \$245,695

### CLBC'S Compensation Philosophy

Effective April 1, 2012, CLBC's at-risk pay (holdback) was discontinued at the request of the Minister. Base salary was adjusted to reflect this change. At-risk pay (holdback) of 8.61%<sup>3</sup> was rolled into base pay for the Interim Chief Executive Officer and two of the three Vice President positions.

CLBC's excluded compensation model comprises of two components: base pay and the Government benefits package.

- **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 senior level public service positions with the exception that CLBC does not have flexible benefits. The package for the former CEO was equivalent to that of a deputy minister and included a vehicle allowance.

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 were provided in fiscal 2012-13.

<sup>1</sup> Jack Styan commenced employment with CLBC on March 19, 2012.

<sup>2</sup> Rick Mowles ceased employment with CLBC, effective October 13, 2011 and Doug Woollard assumed the position as Interim CEO effective October 14, 2011. The amount for Rick Mowles shown for 12/13 reflects severance paid for the period.

<sup>3</sup> At-risk pay (holdback) of 8.61% was calculated based on the (3 yr avg. of 08/09 to 10/11 less Employer's LTD & Pension costs)

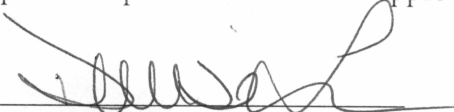
## Vacation Entitlements

Vacation leaves for executive positions at CLBC vary and were negotiated at hire based on the amount of leave the incumbent had in his/her former position prior to joining CLBC. 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 verify that compensation provided was within approved compensation plans.



Denise Turner  
CLBC Board Chair

MAY 31 / 13  
Date

May 30, 2013