

2020 SENIOR MANAGEMENT COMPENSATION SUMMARY

(at April 1, 2020)

Cash Compensation at CBC/Radio-Canada	President and CEO ⁽²⁾	Executive Vice-President ⁽³⁾	Vice-President ⁽⁴⁾
Number Eligible	1	2	5
Base Salary Range	\$390,300 - \$459,100	\$275,000 - \$417,500	\$250,000 - \$417,500
Total Cash Compensation Range ⁽¹⁾	\$430,300 - \$553,400	\$302,000 - \$657,400	\$274,000 - \$612,600

Comparative Market Data

Total Cash Compensation - Public and Private Sector Peer Median ⁽⁵⁾	\$1,087,000	\$820,000	\$277,000 - \$552,000
Total Cash Compensation - Publicly-Traded Peer Median ⁽⁶⁾	\$3,987,000	\$1,274,000	\$1,267,000

⁽¹⁾ Total Cash Compensation for the President and CEO is governed by the regime for Governor-in-council appointees. The compensation system for the rest of the Senior Executive Team is overseen by the Human Resources and Governance Committee of the Board. This compensation includes base salary, applicable at-risk incentive pay at target, and other taxable benefits (e.g. car allowance, medical assessment, financial planning, etc.). The Executive Vice-President, English Services and the Executive Vice-President, French Services also participate in a long-term incentive plan.

⁽²⁾ Governor in Council Appointee. (2018 Salary Range)

⁽³⁾ Positions are Executive Vice-President, English Services and Executive Vice-President, French Services.

⁽⁴⁾ Consistent with a desire to reduce the number of executives, some positions are combined and are not easily comparable with other companies of similar size and scope. Positions are: Executive Vice-President and Chief Financial Officer; Executive Vice-President, Corporate Development; Vice-President, People and Culture; Vice-President, Legal Services, General Counsel and Corporate Secretary; Executive Vice-President, Media Technology and Infrastructure Services.

⁽⁵⁾ Per external consultant market studies (2018), including long-term incentives; comparative data from 36 peer companies in the entertainment, publishing and telecommunications industries as well as Crown Corporations and federally-regulated companies. Peer companies include, for example, Corus Entertainment, Transcontinental, Bell Canada, Rogers Communications, Telesat Canada, Canada Post, NAV Canada and the Treasury Board of Canada Secretariat.

⁽⁶⁾ Per external consultant studies (2015) of the compensation disclosed in proxy statements of publicly traded peer companies, including long term incentives, for President and CEO, Executive Vice-President and Chief Financial Officer positions only. Companies include BCE, Cineplex, Cogeco Cable, Imax, Quebecor, Rogers Communications, Manitoba Telecom Services, Torstar, Transcontinental and Postmedia Network Canada Corp.