

RICHMOND OLYMPIC OVAL CORPORATION  
MANAGEMENT COMPENSATION FOR 2012

NAME	POSITION	BASE SALARY	BENEFITS & OTHERS (Note 1)
De Cicco, Gerardo	Director, Sport Services	131,430	17,311
Duncan, George (Note 2)	Chief Executive Officer	38,338	23,497
Mills, John	Chief Operating Officer	202,294	23,063
Turner, Shana	Director, Finance & Corporate Services	143,247	17,645
	Controller	107,097	5,662
	Manager, Fitness & High Performance	93,170	2,111
	Manager, Human Resources	98,670	3,954
	Manager, Operations	95,329	4,901
	Manager, Sport Excellence and Wellness (partial year)	59,563	1,299
	Manager, Sport Hosting	83,229	6,392

Note 1 - Consists of MSP and group life insurance benefits and may include any of the following: vehicle allowance, lump sum payments, leave balance payouts (ie. banked vacation and overtime) and retroactive salary increases relating to prior years.

Note 2 - A total management fee of \$61,835 was charged to the Corporation for the provision of management services provided by the City of Richmond's CAO (CEO of the Corporation). This management fee is included as part of the total compensation received by the CAO from the City of Richmond. The management fee does not represent an increase in total compensation received by the CAO due to a corresponding reduction in remuneration reported at the City of Richmond.

RICHMOND OLYMPIC OVAL CORPORATION  
BOARD OF DIRECTORS COMPENSATION FOR 2012

<b>NAME</b>	<b>POSITION</b>	<b>REMUNERATION</b>
O'Brien, Michael	Chair	11,914
Duncan, George	Director	0
Duzita, Wayne	Director	2,898
Farmer, Victor	Director	3,220
Keith, Moray B.	Director	2,254
Mital, Umendra	Director	1,932
Sanderson, Linda	Director	1,610
Skulsky, Dennis	Director	1,932