

RICHMOND OLYMPIC OVAL CORPORATION  
MANAGEMENT COMPENSATION FOR 2013

NAME	POSITION	BASE SALARY	BENEFITS & OTHERS (Note 1)
De Cicco, Gerardo	Director, Sport Services	131,430	25,679
Duncan, George (Note 2)	Chief Executive Officer	28,291	35,339
Mills, John	Chief Operating Officer	202,294	27,215
Turner, Shana	Director, Finance & Corporate Services	156,226	67,854
	Controller	116,188	6,911
	Manager, Fitness & High Performance	105,404	7,886
	Manager, Human Resources	106,308	2,922
	Manager, Operations	101,019	7,089
	Manager, Sport Hosting	94,689	6,569

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 \$63,630 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 2013

<b>NAME</b>	<b>POSITION</b>	<b>REMUNERATION</b>
O'Brien, Michael	Chair	12,558
Duncan, George	Director	0
Duzita, Wayne	Director	3,864
Farmer, Victor	Director	3,542
Keith, Moray B.	Director	2,898
Mital, Umendra	Director	3,220
Sanderson, Linda	Director	1,932
Skulsky, Dennis	Director	3,542