

RICHMOND OLYMPIC OVAL CORPORATION  
MANAGEMENT COMPENSATION FOR 2015

NAME	POSITION	BASE SALARY	BENEFITS & OTHERS (Note 1)
De Cicco, Gerardo	Director, Sport Services	136,750	23,821
Duncan, George (Note 2)	Chief Executive Officer	37,915	28,965
Mills, John	Chief Operating Officer	202,294	33,768
Turner, Shana	Director, Finance & Corporate Services	162,139	28,584
	Controller	121,603	12,070
	Manager, Business Enterprise	121,603	11,725
	Manager, Fitness & High Performance	116,141	9,714
	Manager, Human Resources	100,345	1,907
	Manager, Operations	112,068	9,638
	Manager, Sport Hosting	97,678	7,859

Note 1 - Consists of taxable benefits (ie. MSP, group life, and vehicle) and lump sum payments, including for example, leave balance payouts (ie. banked vacation and overtime), retroactive salary increases relating to prior years and the 27th pay period due to the bi-weekly pay schedule in the calendar year.

Note 2 - A total management fee of \$66,880 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 2015

<b>NAME</b>	<b>POSITION</b>	<b>REMUNERATION</b>
O'Brien, Michael	Chair	10,626
Duncan, George	Director	0
Duzita, Wayne	Director	1,288
Farmer, Victor	Director	2,576
Keith, Moray B.	Director	2,898
Mital, Umendra	Director	2,254
Sanderson, Linda	Director	2,254
Skulsky, Dennis	Director	2,254