

RICHMOND OLYMPIC OVAL CORPORATION
MANAGEMENT COMPENSATION FOR 2016

NAME	POSITION	BASE SALARY	BENEFITS & OTHERS (Note 1)
De Cicco, Gerardo	Director, Sport Services	147,857	18,632
Duncan, George (Note 2)	Chief Executive Officer	42,632	30,618
Mills, John	Chief Operating Officer	209,435	25,408
Turner, Shana	Director, Finance & Corporate Services	164,571	21,328
	Controller	123,427	7,353
	Manager, Business Enterprise	123,427	8,857
	Manager, Fitness & High Performance	123,427	5,452
	Manager, Human Resources	104,040	5,405
	Manager, Operations	101,126	1,608
	Manager, Sport Hosting	103,109	4,571

Note 1 - Consists of taxable benefits (ie. MSP, group life, and vehicle) and may include lump sum payments, including for example, leave balance payouts (ie. banked vacation and overtime), and retroactive salary increases.

Note 2 - A total management fee of \$73,250 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 2016

NAME	POSITION	REMUNERATION
O'Brien, Michael	Chair	13,202
Duncan, George	Director	-
Farmer, Victor	Director	322
Keith, Moray B.	Director	3,542
Mital, Umendra	Director	3,542
Sanderson, Linda	Director	1,610
Skulsky, Dennis	Director	4,508
German, Peter	Director	1,932
Cowell, Lisa	Director	2,254
Soo, Walter	Director	2,576
Kwan, Tony	Director	1,610
Terry, Gail	Director	2,254
Nomura, Dan	Director	1,932
Collinge, Gary	Director	2,254