

Provide information as required for each section. Refer to the section Definitions of Fields for additional instructions and assistance with completing the questionnaire.

This questionnaire consists of the following sections:

A. Salary and Annual Incentive Pay	Provide information on salary and annual incentive pay for each incumbent of all designated executive positions under the <i>Broader Public Sector Executive Compensation Act, 2014</i> in this section.
B. Other Compensation Elements	<p>Provide information on all other compensation elements (see section Definitions of Fields for examples) and the corresponding amounts for each incumbent of all designated executive positions under the <i>Broader Public Sector Executive Compensation Act, 2014</i> in this section. List the designated executive positions in the same order entered in the previous section.</p> <p>Include life and health benefits and pension arrangements not generally available to non-executive employees.</p>
C. Compensation Structure	<p>Provide information on the compensation structure for all designated executive positions under the <i>Broader Public Sector Executive Compensation Act, 2014</i> in this section. List the designated executive positions in the same order entered in the previous section.</p> <p>Provide incumbent information for Target Annual Incentive, Maximum Annual Incentive and Maximum Agreed Upon Severance.</p>
D. Direct Reports Compensation	<p>Provide information on the compensation structure of the highest paid non-executive managerial level, band or classification (e.g. Director, Manager, Senior Specialist, Principal, Lead, or any other managerial employee regardless of title) which directly reports to each designated executive position in the previous sections.</p> <p>For example, if three Directors report to a Chief Officer, the designated employer should provide compensation information for the highest paid Director classification.</p> <p>If designated executive positions directly report to other designated executive positions, include them in an assessment of the highest paid direct report.</p> <p>This information is being requested for information purposes only. Non-executive employees will not be subject to a compensation framework.</p>

Provide the contact information of the person completing this questionnaire.

Contact Information

Organization (Full Name)

Valued Connections Healthcare

Completed By

First Name

Venessa

Last Name

Sweet

Job Title

Vice President

Telephone Number

905 526-3513

Fax Number

905 667-9476

Email Address

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Address

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4999

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ON

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L2E 4C9

A. Salary and Annual Incentive Pay

Provide information on salary and annual incentive pay for each incumbent of all designated executive positions under the *Broader Public Sector Executive Compensation Act, 2014* in this section.

Full Job Title	Current Annual Base Salary (\$)	Actual Annual Incentive Paid (% of Salary)	Actual Annual Incentive Paid (\$)	Full Time Executive (Y/N)	Percentage of Full Time Equivalent (% of FTE)
E.g. President	220,000	7	15,400	Y	100
President	80,000.00	<input checked="" type="checkbox"/> N/A	<input checked="" type="checkbox"/> N/A	N	75.00
Vice President	100,000.00	<input checked="" type="checkbox"/> N/A	<input checked="" type="checkbox"/> N/A	Y	100.00
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		

B. Other Compensation Elements

Provide information on all other compensation elements (see section Definitions of Fields for examples) and the corresponding amounts for each incumbent of all designated executive positions under the *Broader Public Sector Executive Compensation Act, 2014* in this section. List the designated executive positions in the same order entered in the previous section.

Include life and health benefits and pension arrangements not generally available to non-executive employees.

Full Job Title	Other Comp 1 (Type)	Amount 1	Other Comp 2 (Type)	Amount 2	Other Comp 3 (Type)	Amount 3	Other Comp 4 (Type)	Amount 4
E.g. President	Signing Bonus	25,000	Retention Bonus	20,000	Paid Leave	6 months	Long-term Incentive	20% of salary
President								
Vice President								

C. Compensation Structure

Provide information on the compensation structure for all designated executive positions under the *Broader Public Sector Executive Compensation Act, 2014* in this section. List the designated executive positions in the same order entered in the previous section.

Provide incumbent information for Target Annual Incentive, Maximum Annual Incentive and Maximum Agreed Upon Severance.

Full Job Title	Reports to	Job Rate (\$)	Salary Range Minimum (\$)	Salary Range Maximum (\$)	Eligible for Annual Incentive (Y/N)	Target Annual Incentive (% of Salary)	Maximum Annual Incentive (% of Salary)	Maximum Agreed Upon Severance (# Months)
E.g. President	Board	220,000	200,000	240,000	Y	7.5	10	18
President	Board	<input type="checkbox"/> N/A 150,000.00	<input type="checkbox"/> N/A 140,000.00	<input type="checkbox"/> N/A 160,000.00	N	<input checked="" type="checkbox"/> N/A	<input checked="" type="checkbox"/> N/A	<input checked="" type="checkbox"/> N/A
Vice President	President	<input type="checkbox"/> N/A 100,000.00	<input type="checkbox"/> N/A 100,000.00	<input type="checkbox"/> N/A 120,000.00	N	<input checked="" type="checkbox"/> N/A	<input checked="" type="checkbox"/> N/A	<input checked="" type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A

D. Direct Reports Compensation

Provide information on the compensation structure of the highest paid non-executive managerial level, band or classification (e.g. Director, Manager, Senior Specialist, Principal, Lead, or any other managerial employee regardless of title) which directly reports to each designated executive position in the previous sections.

For example, if three Directors report to a Chief Officer, the designated employer should provide compensation information for the highest paid Director classification.

If designated executive positions directly report to other designated executive positions, include them in an assessment of the highest paid direct report.

This information is being requested for information purposes only. Non-executive employees will not be subject to a compensation framework.

Executive Job Title Reported in Previous Sections	Level, Band, or Classification of Direct Report	Job Rate (\$)	Salary Range Minimum (\$)	Salary Range Maximum (\$)	Eligible for Annual Incentive (Y/N)	Target Annual Incentive (% of Salary)	Maximum Annual Incentive (% of Salary)
E.g. President	Chief Officer	150,000	125,000	175,000	Y	7	10
E.g. Chief Financial Officer	Director	105,000	90,000	120,000	Y	5	5
President	Vice President	<input type="checkbox"/> N/A 100,000.00	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	N	<input checked="" type="checkbox"/> N/A	<input checked="" type="checkbox"/> N/A
Vice President	Director	<input type="checkbox"/> N/A 90,000.00	<input type="checkbox"/> N/A 85,000.00	<input type="checkbox"/> N/A 95,000.00	N	<input checked="" type="checkbox"/> N/A	<input checked="" type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A
		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A	<input type="checkbox"/> N/A		<input type="checkbox"/> N/A	<input type="checkbox"/> N/A

Definitions of Fields

Cover Page and Contact Information

Complete contact information of the person completing the questionnaire in this section.

A. Salary and Annual Incentive Pay

Full Job Title	Provide the full job title for the designated executive position.
Current Annual Base Salary (\$)	Provide the current annual base salary of the designated executive.
Actual Annual Incentive Paid (% of Salary)	<p>This refers to short-term incentive, variable or performance pay, in addition to annual base salary, dependent on achieving pre-determined performance goals within a specified period. Performance goals may reflect organization performance, individual performance or any other measure.</p> <p>Provide the amount of annual incentive paid to the designated executive expressed as a percentage of annual base salary for the most recently completed fiscal year.</p> <p>Indicate "N/A" for Not Applicable if the designated executive was not eligible for an annual incentive in the most recently completed fiscal year.</p>
Actual Incentive Paid (\$)	<p>Provide the amount of short-term incentive, variable or performance pay paid to the designated executive for the most recently completed fiscal year.</p> <p>Indicate "N/A" for Not Applicable if the designated executive was not eligible for an annual incentive for the most recently completed fiscal year.</p>
Full Time Executive (Y/N)	<p>Provide information on whether the designated executive is compensated at a Full Time Equivalent (FTE) rate.</p> <p>Indicate "Y" if compensated at FTE rate.</p> <p>Indicate "N" if not compensated at FTE rate.</p>
Percentage of Full Time Equivalent (% of FTE)	Provide the percentage of the FTE position for which the designated executive is compensated.

B. Other Compensation Elements

Full Job Title	Provide the full job titles in the order listed from the previous section.
Other compensation, though not limited to the following, could include:	
Car Benefit or Allowance (\$)	<p>This refers to the value of a car based benefits or allowance which may be in the form of non-cash or cash compensation.</p> <p>Provide the annual taxable car benefit or allowance the designated executive is eligible to receive.</p>
Executive Health Benefit (Y if applicable)	<p>This refers to an executive health benefit which is not generally available to non-executive employees. This includes enhanced premium sharing arrangements.</p> <p>Provide a "Y" if the designated executive position is eligible for an executive health benefit.</p> <p>If "Y", submit all policies, plans, guidelines and programs regarding any executive health benefit.</p>

Executive Life Benefit (Y if applicable)	<p>This refers to an executive life benefit which is not generally available to non-executive employees. This includes enhanced premium sharing arrangements.</p> <p>Provide a “Y” if the designated executive position is eligible for an executive life benefit.</p> <p>If “Y”, submit all policies, plans, guidelines and programs regarding any executive life benefit.</p>
Health Care Spending Account (\$)	<p>This refers to a maximum predetermined amount that can be used to pay for health and dental related expenses not covered by an employee health benefit plan.</p> <p>Provide the annual amount for a health care spending account that the designated executive is eligible to receive.</p>
Housing Benefit or Allowance (\$)	<p>This refers to the value of housing based benefit or allowance which may be in the form of non-cash or cash compensation.</p> <p>Provide the annual taxable amount of housing benefit or allowance the designated executive is eligible to receive.</p>
Loan (\$)	<p>This refers to the amount of a loan offered.</p> <p>Provide the maximum possible loan amount the designated executive is eligible to receive.</p> <p>Submit a copy of the terms and conditions of the loan.</p>
Long-term Incentives (% of Salary)	<p>This refers to incentive, variable or performance pay in addition to annual base salary dependent on achieving long-term (greater than one year) performance goals. Performance goals may reflect organization performance, individual performance or any other measure.</p> <p>Provide the amount of long-term incentive expressed as a percentage of annual base salary the designated executive is eligible for in the current or future fiscal year.</p>
Paid Leave (Specify # of Weeks)	<p>This refers to administrative, sabbatical, study, compensatory, or other leave with pay which could be received. The purpose of this leave would be to prepare to assume professional responsibilities or maintain or enhance professional competence, free from regular work duties, prior to returning to the same or another position with the same employer.</p> <p>Provide the maximum possible amount of paid leave, expressed in number of weeks, which could be received by the designated executive.</p>
Retention Bonus (\$)	<p>This refers to a cash payment provided which may be associated with the successful completion of a specified period of service.</p> <p>Provide the maximum possible retention bonus amount which could be received by the designated executive.</p>
Retirement Allowance (\$)	<p>This refers to cash payment provided upon retirement, usually dependent on years of service. This would be in addition to the maximum agreed upon severance as reported in Section A.</p> <p>Provide the maximum possible retirement allowance that the designated executive could be eligible for upon retirement.</p>
Signing Bonus (\$)	<p>This refers to a cash payment provided upon hire in the designated executive position.</p> <p>Provide any signing bonus which was provided upon hire to the designated executive.</p>

Supplemental Executive Retirement Plan (Y/N)	<p>This refers to a supplemental executive retirement plan arrangement which is not generally available to non-executive employees. This includes enhanced contributions and/or number of credited years of service to a registered pension plan.</p> <p>Provide a "Y" if the designated executive position is eligible for a supplemental executive retirement plan.</p> <p>If "Y", submit all policies, plans, guidelines and programs regarding any supplemental executive retirement plans.</p>
Other Guaranteed Annual Income (\$)	Provide any other guaranteed annual income in addition to salary provided to the designated executive for the current fiscal year.
Other	Provide any additional compensation elements that an executive is eligible to receive.

C. Compensation Structure

Full Job Title	Provide the full job titles in the order listed from the previous section.
Reports To	<p>Provide the full job title of the position which the designated executive position reports to in the organizational hierarchy.</p> <p>Indicate "Board" if the designated executive position reports directly to a Board of Directors.</p>
Job Rate (\$)	<p>This refers to the salary paid to a trained, experienced, and competent individual. It may be a salary point in a range, where salary above this point is reserved for well-above average performance. This could be the midpoint or maximum and is typically the benchmarked salary.</p> <p>Provide the job rate for the designated executive position.</p> <p>Indicate "N/A" for Not Applicable if there is no established job rate.</p>
Salary Range Minimum (\$)	<p>Provide the minimum annual base salary for the designated executive position.</p> <p>Indicate "N/A" for Not Applicable if there is no established salary range.</p>
Salary Range Maximum (\$)	<p>Provide the maximum annual base salary for the designated executive position.</p> <p>Indicate "N/A" for Not Applicable if there is no established salary range.</p>
Eligible for Annual Incentive (Y/N)	<p>This refers to short-term incentive, variable or performance pay, in addition to annual base salary, dependent on achieving pre-determined performance goals within a specified period. Performance goals may reflect organization performance, individual performance or any other measure.</p> <p>Provide a "Y" for Yes if the designated executive position is eligible for an annual incentive in the current fiscal year.</p> <p>Provide a "N" for No if the designated executive position is not eligible for an annual incentive in the current fiscal year.</p>
Target Annual Incentive (% of Salary)	<p>Provide the target short-term incentive, variable or performance pay expressed as a percentage of annual base salary.</p> <p>Indicate "N/A" for Not Applicable if the designated executive is not eligible for an annual incentive.</p>
Maximum Annual Incentive (% of Salary)	<p>Provide the maximum possible short-term incentive, variable or performance pay expressed as a percentage of annual base.</p> <p>Indicate "N/A" for Not Applicable if the designated executive is not eligible for an annual incentive.</p>

Maximum Agreed Upon Severance (# Months)	<p>Provide the maximum possible number of months of severance pay, agreed upon between the employer and executive, that the designated executive could receive upon termination without cause.</p> <p>Indicate "N/A" for Not Applicable if there is no maximum agreed upon between the employer and designated executive.</p>
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D. Direct Reports Compensation

Executive Job Title Reported in Previous Sections	Provide the full job titles in the order listed from the previous section.
Job Level, Band or Classification of Direct Report	Provide the internal job level, band or classification. For example, this could be a classification name or number grade in the organizational hierarchy.
Job Rate (\$)	<p>This refers to the salary paid to a trained, experienced, and competent individual. It may be a salary point in a range, where salary above this point is reserved for well-above average performance. This could be the midpoint or maximum and is typically the benchmarked salary.</p> <p>Provide the job rate for the job level, band or classification.</p> <p>If there is no formal job rate or salary range, provide actual base salary of the highest paid non-executive managerial position which directly reports to each executive position in the previous sections.</p>
Salary Range Minimum (\$)	<p>Provide the maximum annual base salary for the job level, band or classification.</p> <p>Indicate "N/A" for Not Applicable if there is no established salary range.</p>
Salary Range Maximum (\$)	<p>Provide the maximum annual base salary for the job level, band or classification.</p> <p>Indicate "N/A" for Not Applicable if there is no established salary range.</p>
Eligible for Annual Incentive (Y/N)	<p>This refers to short-term incentive, variable or performance pay, in addition to annual base salary, dependent on achieving pre-determined performance goals within a specified period. Performance goals may reflect organization performance, individual performance or any other measure.</p> <p>Provide a "Y" for Yes if the job level, band or classification is eligible for an annual incentive in the current fiscal year.</p> <p>Provide a "N" for No if the job level, band or classification is not eligible for an annual incentive in the current fiscal year.</p>
Target Annual Incentive (% of Salary)	<p>Provide the target short-term incentive, variable or performance pay expressed as a percentage of annual base salary in the current fiscal year.</p> <p>Indicate "N/A" for Not Applicable if the job level, band or classification is not eligible for an annual incentive.</p>
Maximum Annual Incentive (% of Salary)	<p>Provide the maximum possible short-term incentive, variable or performance pay expressed as a percentage of annual base salary in the current fiscal year.</p> <p>Indicate "N/A" for Not Applicable if the job level, band or classification is not eligible for an annual incentive.</p>