

**Pay For Performance Summary – 2011/2012**

	<b>Base</b>	<b>% of Base</b>	<b>Adjusted</b>
	<b><u>Salary</u></b>	<b><u>Salary</u></b>	<b><u>Salary</u></b>
		<b><u>Achieved</u></b>	
<b>President &amp; CEO</b>			
Dwight Nelson	376,700	99.64	375,344
<b>Vice Presidents</b>			
Charlene Gavel *	105,800	97.78	103,451
Edward Higgins	223,207	96.28	214,904
Valerie Hunko	223,207	102.11	227,917
Carol Klassen	223,207	102.98	229,859
Diane Larrivee	223,207	98.78	220,484
Susan Neville	223,207	97.78	218,252
Michael Redenbach	223,207	100.32	223,921
<b>Overall</b>		<b>99.46</b>	

\*Incumbent in role for part of fiscal year only: October 17, 2011 to March 31, 2012