

# Board of Directors Compensation Survey



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## Content

### Director compensation, including:

- Regular service (retainers, meeting fees, equity)
- Committee service (retainers, meeting fees, equity)
- Expense reimbursement
- Potential total compensation for all Board service

### Corporate governance practices, including:

- Composition of the board
- Meetings
- Board mandate
- Position descriptions
- Orientation & continuing education
- Board assessments

### Policies & total compensation costs, including:

- Nomination of directors
- Equity ownership guidelines
- Code of business conduct & ethics
- Liability insurance & risk protection
- Total compensation costs

## Reporting

### Compensation statistics include:

- Minimum
- Maximum
- Average
- 25th percentile
- 50th percentile
- 75th percentile

### Compensation data is segmented into annual revenue categories:

- All companies
- Revenues of \$100 million or less
- Revenues between \$100 million and \$500 million
- Revenues between \$500 million and \$1 billion
- Revenues between \$1 billion and \$5 billion
- Revenue of more than \$5 billion

## Positions

Board Chair  
Lead Director  
Other Board Members

**WCBC** Western Compensation & Benefits Consultants

Suite 2000, 1188 West Georgia Street  
Vancouver, BC V6E 4A2

## Need More Info?

Nancy MacLeod | 604 683 9155 | 1 800 781 2411  
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## Pricing

	Participant Price	Regular Price
<b>CompEssentials</b>		
Clerical/Administrative Support	\$749	\$1,500
Middle Management & Professional	\$749	\$1,500
Information Technology	\$749	\$1,500
Marketing & Sales	\$749	\$1,500
Engineering & Technical	\$749	\$1,500
Production & Distribution	\$749	\$1,500
Executive Compensation	\$899	\$1,800
Consulting Engineers Compensation, Benefits & Employment Practices	\$2,499	\$5,000
Group Insurance & Retirement Benefits	\$399	\$800
Compensation Policies & Practices	\$399	\$800
<b>CompPlus</b> – WCBC’s online data sorting tool	FREE	\$1,500
Salary Increases	FREE	\$1,500
 <b>Board of Directors Compensation</b>	—	<b>\$1,800</b>

\* Members of the Greater Vancouver Board of Trade or the Chambers of Commerce in Victoria, Calgary, Edmonton, Saskatoon or Winnipeg are eligible for an additional 15% discount.

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