

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
www.wcbc.ca | wcbc@wcbc.ca

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Pricing

CompEssentials

| | | |
|--|---------|---------|
| Clerical/Administrative Support | \$849 | \$1,700 |
| Middle Management & Professional | \$849 | \$1,700 |
| Information Technology | \$849 | \$1,700 |
| Marketing & Sales | \$849 | \$1,700 |
| Engineering & Technical | \$849 | \$1,700 |
| Production & Distribution | \$849 | \$1,700 |
| Executive Compensation | \$999 | \$2,000 |
| Consulting Engineers Compensation, Benefits & Employment Practices | \$2,499 | \$5,000 |
| Group Insurance & Retirement Benefits | \$449 | \$900 |
| Compensation Policies & Practices | \$449 | \$900 |
| CompPlus – WCBC’s online data sorting tool | FREE | \$1,700 |
| Salary Increases | FREE | \$1,700 |



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| Board of Directors Compensation | — | \$2,000 |
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