



2006
GOAL SHARING
AWARDS

February 01, 2007

Congratulations – we did it! We surpassed every one of our goal sharing objectives, which means we'll pay out the **maximum 8%** bonus to employees.

The 2006 Goal Sharing Program centred on three customer-focused scorecard measures:

- Decreasing the number of claims where time lost from work exceeded three months;
- Increasing the number of Partners in Injury Reduction companies that hold a Certificate of Recognition; and
- Surpassing an 80 per cent quality audit score for Fit for Work decision letters.

By achieving these measures, we have helped more injured workers return to work, encouraged employers to lower their claims through better safety and disability management, and increased the clarity of our communication to workers who are fit to return to work. Making a positive difference is what our corporate scorecard is all about.

Your personal 2006 Goal Sharing award will be in the amount of \$5,039.44, and will be included with your February month-end pay.

Thank you for another great year. I sincerely appreciate all that you do to make the WCB a success.

Sincerely,

Guy R. Kerr
President & CEO



2004
GOAL SHARING
AWARDS

February 1, 2005

2004 was a year of achievement and I am proud of the efforts you have made to deliver performance that matters to our stakeholders. Workers and employers felt the impact of our commitment to fairness and our focus on return to work. They were rewarded for their prevention efforts and both could count on a compensation system that is financially stable. This is the work that is at the core of our Goal Sharing Program.

The 2004 Goal Sharing Program focused our performance on three key corporate goals: a decrease in the number of claims where time lost from work exceeded six months (duration), an increase in the number of Partners in Injury Reduction companies holding a Certificate of Recognition (COR), and an increase in the number of expedited surgical procedures. These three objectives were selected to help Albertans stay safe at work or return to work quickly and safely following a workplace injury or illness. I am pleased to confirm our hard work has delivered exceptional results beating all our targets and achieving the maximum 6% payout for staff.

Your 6% 2004 Goal Sharing award will be in the amount of \$3,537.96, and will be included with your February month-end pay.

Thank you. The work we do is important and we cannot be successful without you.

Yours truly,

A handwritten signature in black ink, appearing to read 'Guy R. Kerr'.

Guy R. Kerr
President & CEO

2004 Goal Sharing Awards