

WCB Nova Scotia Balanced Scorecard

		2012 Results	2013 Results	2014 Results	2014 Targets
SERVICE	Worker Satisfaction Index ¹	73%	73%	75%	70%
	Employer Satisfaction Index	77%	79%	79%	70%
OPERATIONS	Time loss injuries per 100 covered workers	1.96	1.86	1.82	1.80
	Duration - composite; in days	99	99	102	99
	Time loss days paid per 100 covered employees	235	226	226	215
	Return to Employability	96%	96%	96%	96%
	Cost of New Extended Earnings Replacement Benefits (EERBs)	\$52.9M	\$53.1M	\$46.8M	\$50.7M
EMPLOYEE	WCB Employee Satisfaction Index	74%	75%	73%	70%
FINANCIAL	Claims payments for the last 3 years per \$100 of payroll (excluding prevention costs)	\$0.704	\$0.653	\$0.656	\$0.665
	Administrative costs per \$100 of payroll ²	\$0.35	\$0.37	\$0.38	\$0.39
	Five Year Rate of Return on Investment ³ Five Year Rate of Return Five Year Target	2.9% 3.7%	9.8% 10.1%	9.6% 9.1%	Exceed Benchmark Portfolio Return

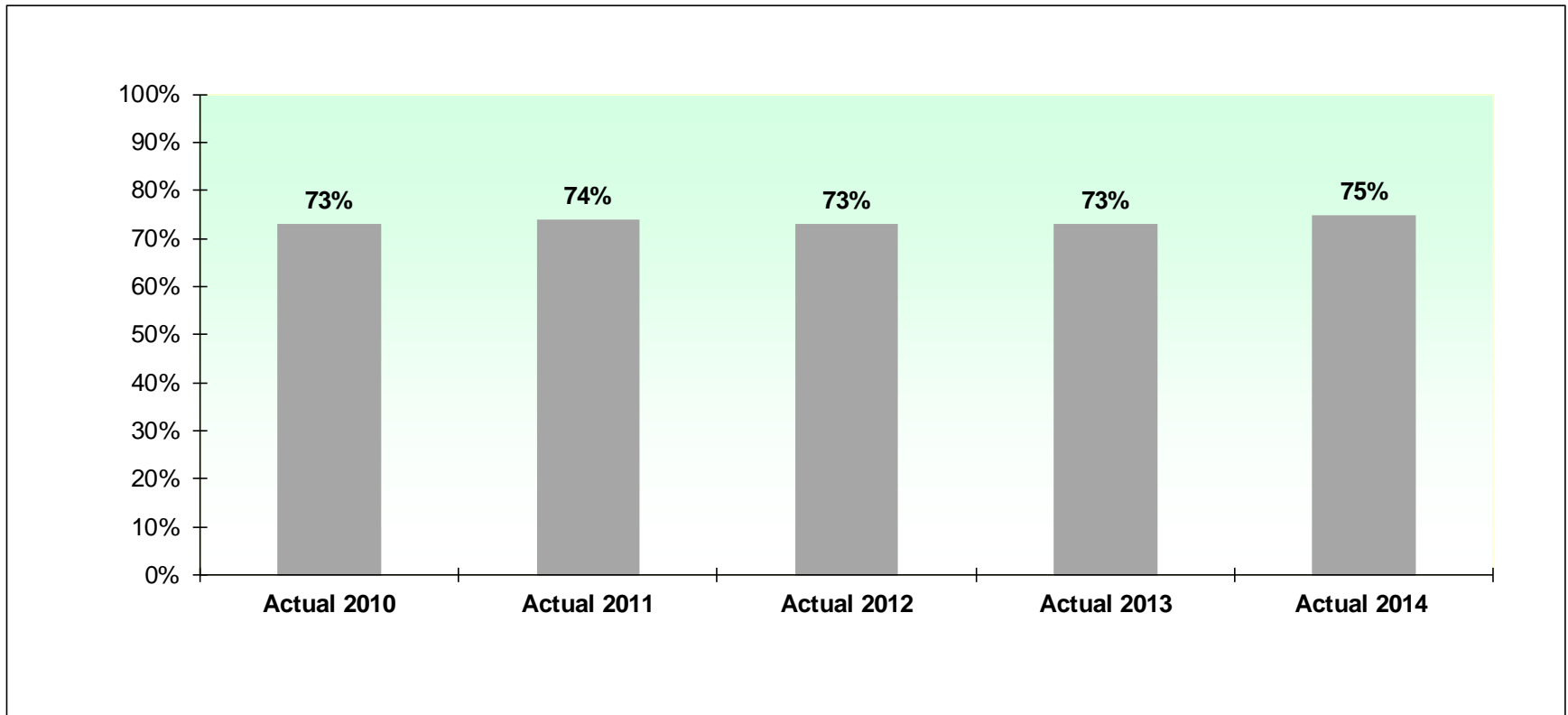
1 The worker Satisfaction index does not include workers on long term benefits or those for claims with little or no time loss.

2 2012 value restated for retrospective treatment of actuarial gains and losses related to other than Pensions Post-Employment Benefits brought about due to changes in the related accounting standard.

3 As of January 2013, this target was changed from Benchmark Portfolio Return +1% to Exceed Benchmark Portfolio Return.

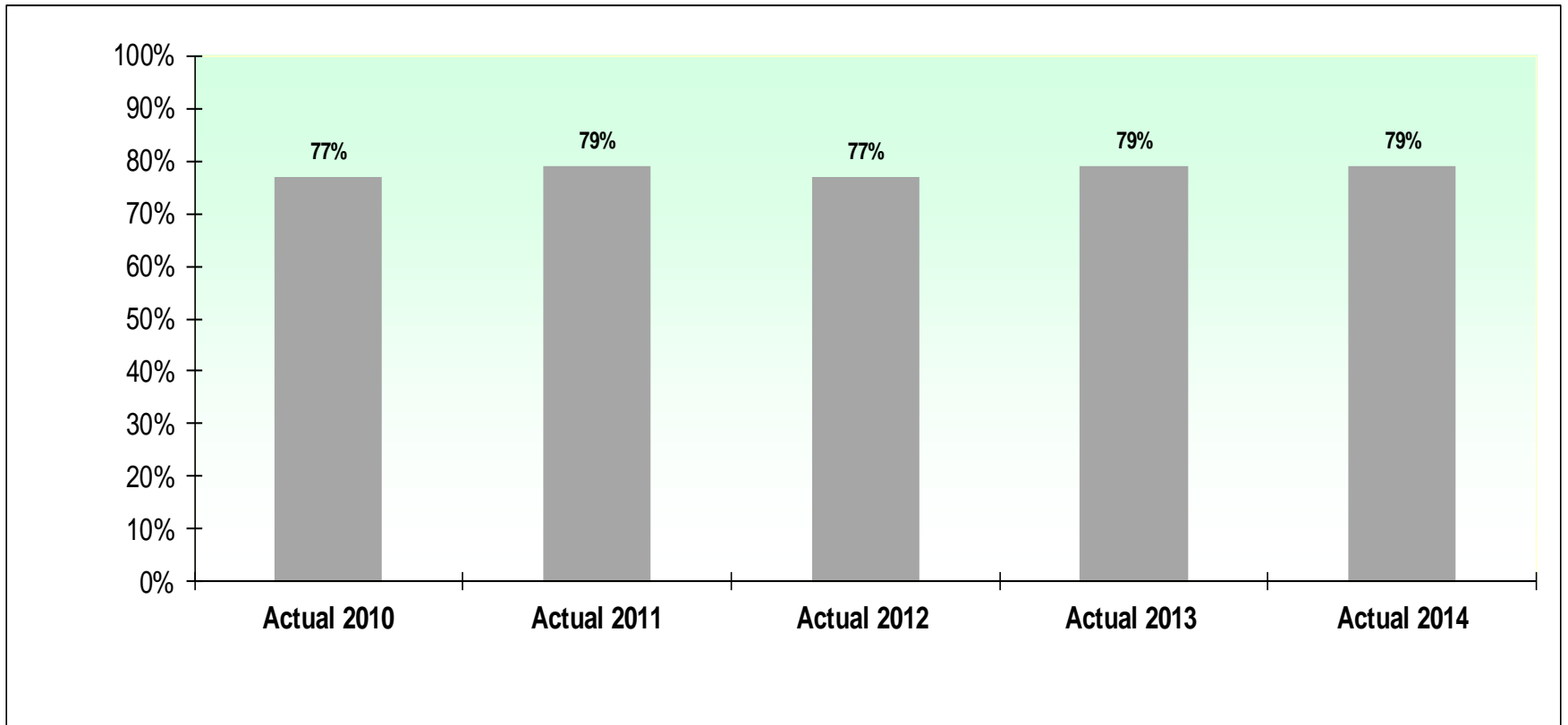
Worker Satisfaction Index

Measures whether workers are satisfied with the service they receive from the WCB



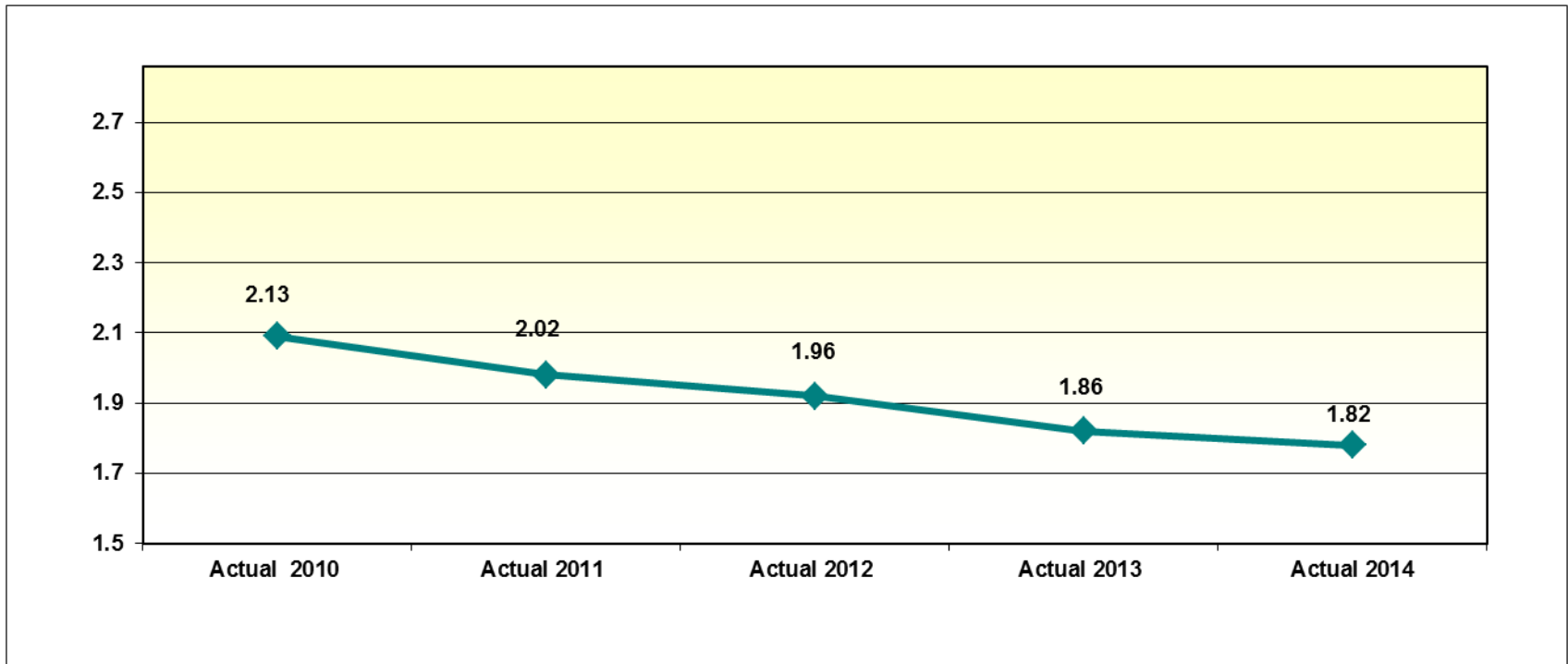
Employer Satisfaction Index

Measures whether employers are satisfied with the service they receive from the WCB



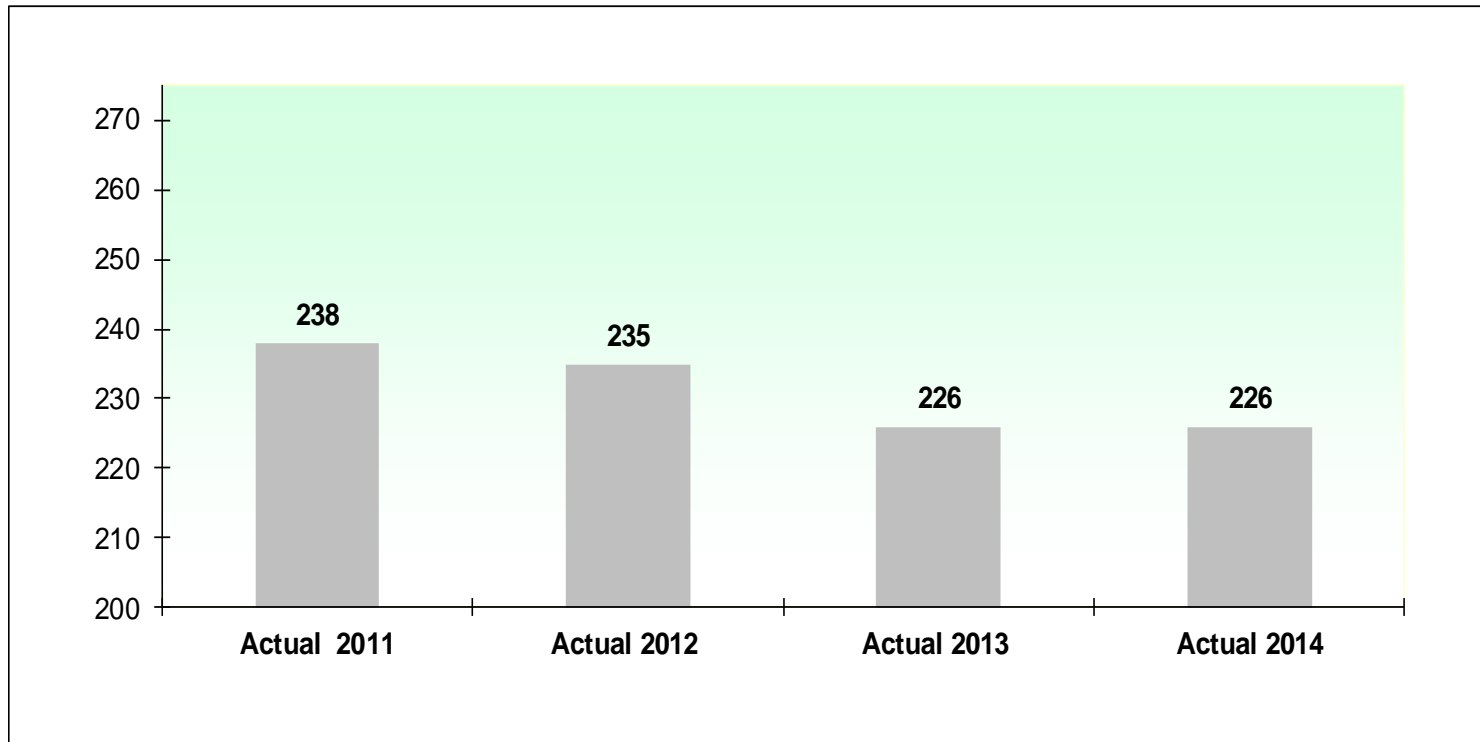
Time Loss Injuries per 100 Covered Workers

Number of time-loss claims per 100 covered workers for the 12-month period ending in the period shown



Time Loss Days Paid Per 100 Covered Employees

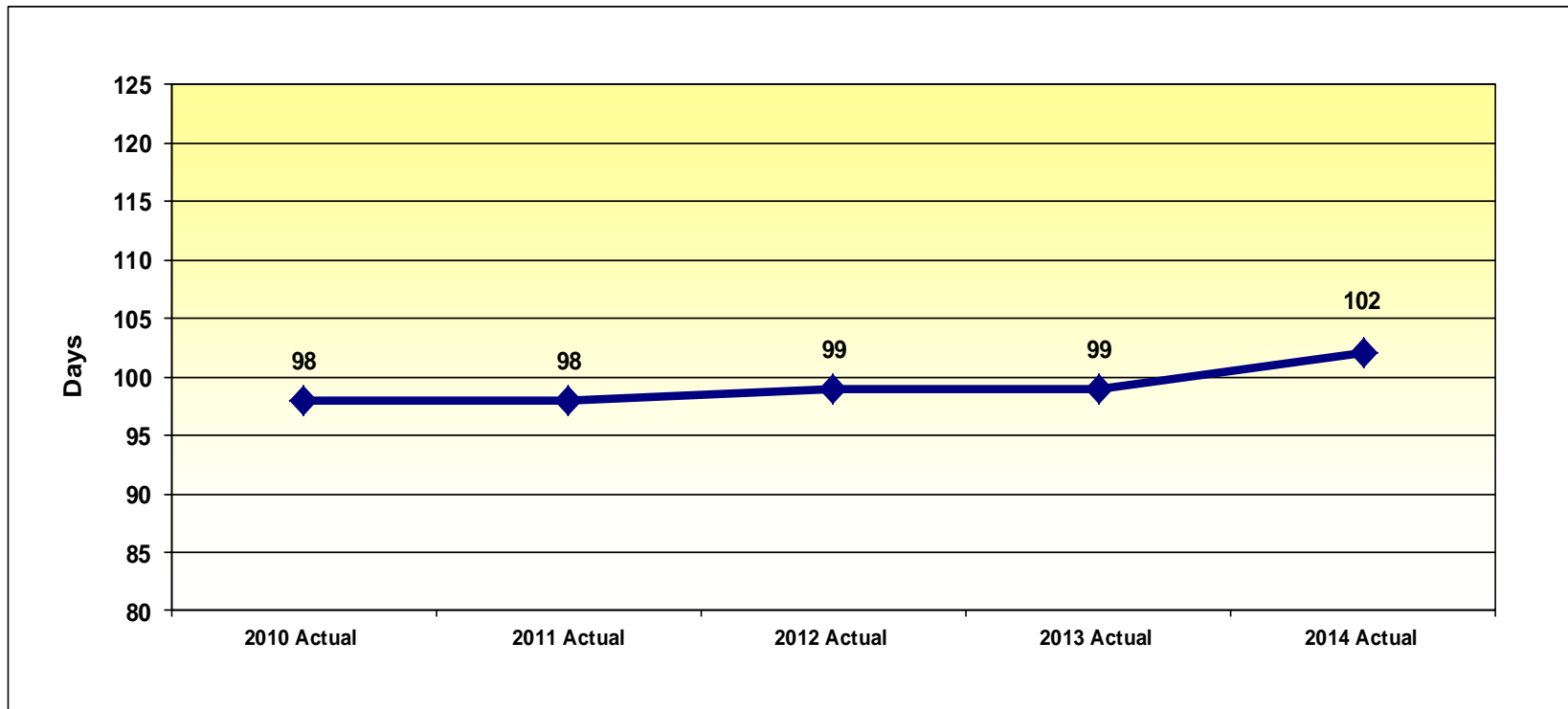
An estimate of the total number of compensable days for a typical time-loss claim in any past 12-month period for all injury/duration years



*Measure adopted January 2011

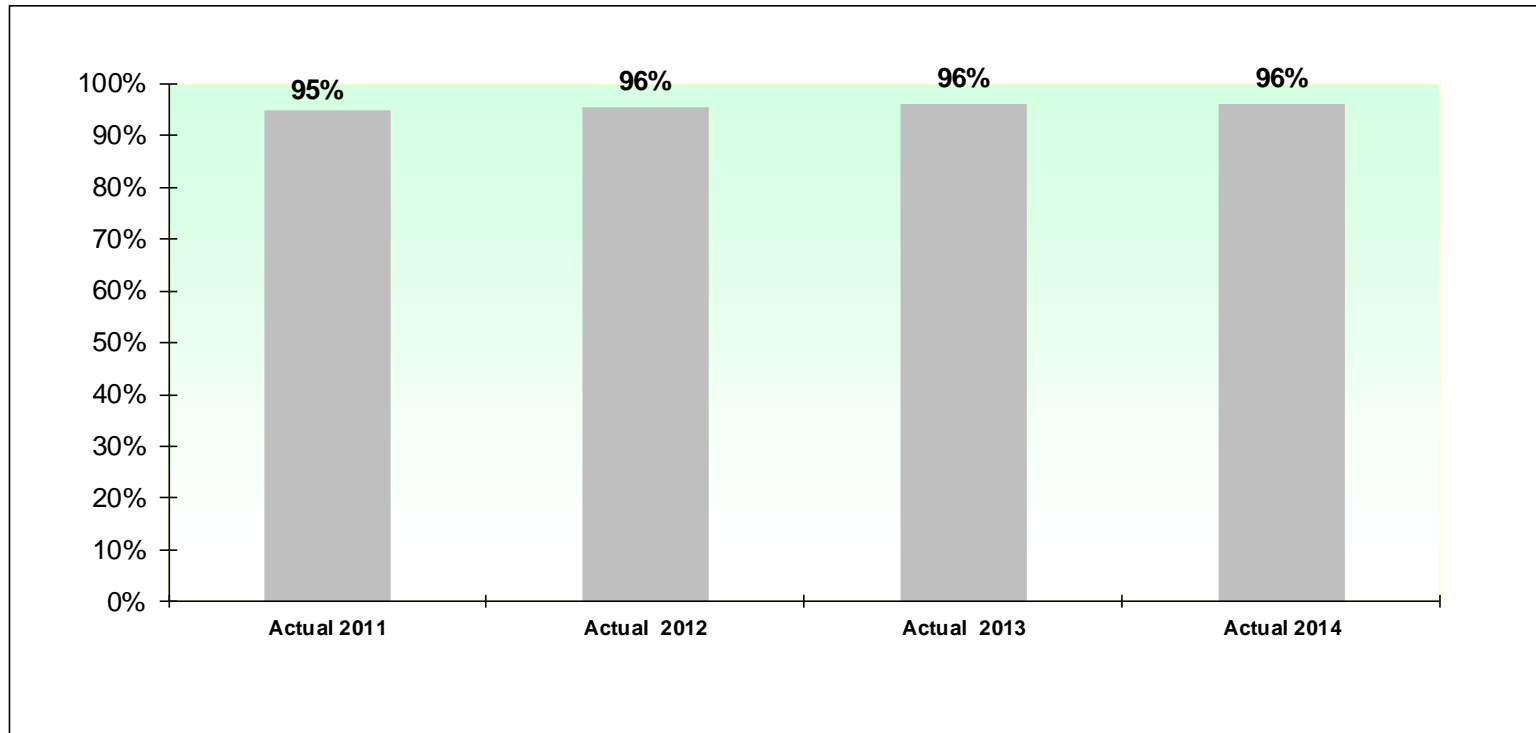
Composite Duration Index

An estimate of the total number of compensable days for a typical time-loss claim paid in any past 12-month period for injuries in the most recent 5 year period



Return to Employability

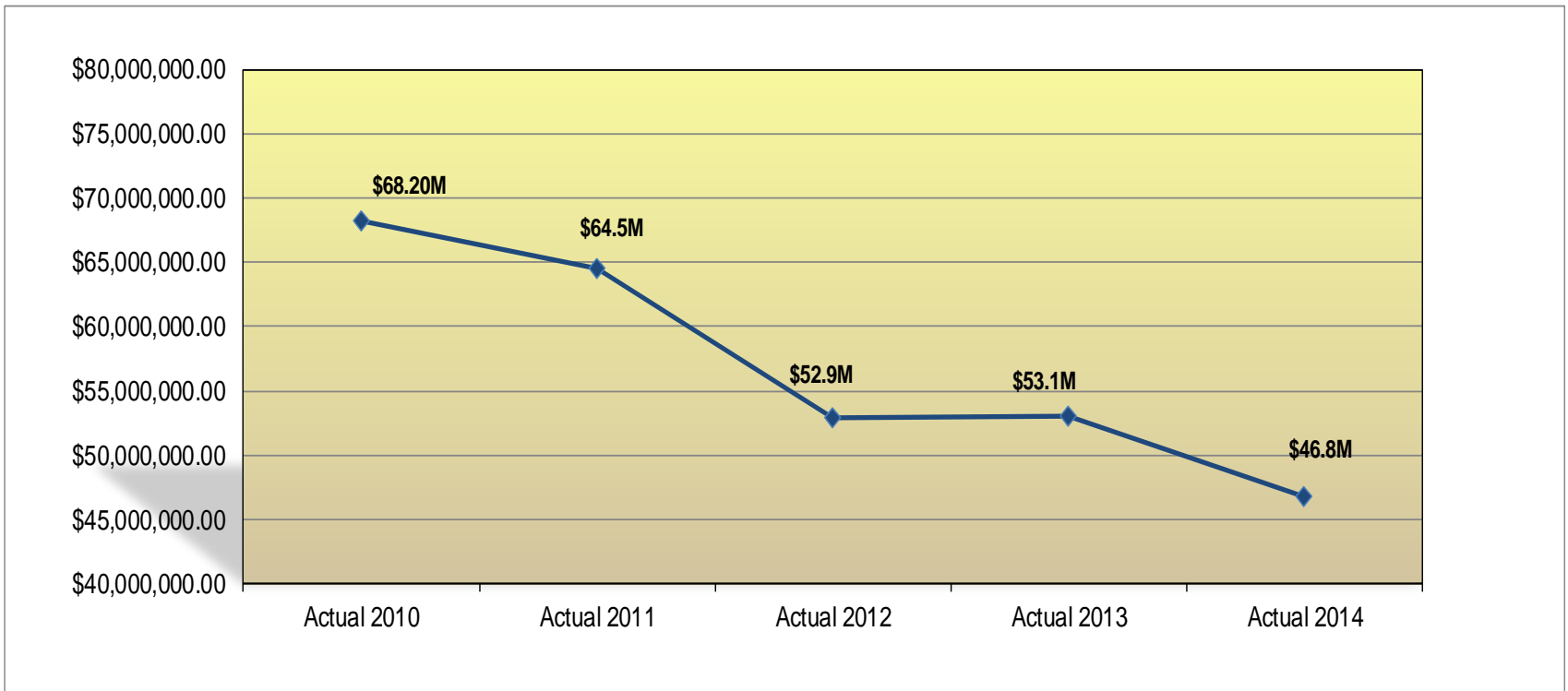
Percentage of time loss claims where an Extended Earnings Replacement Benefit (EERB) award was avoided (i.e., the entire earnings loss was fully mitigated with the injured worker earning at the pre-injury earning level or fully capable of doing so).



*Measure adopted January 2011

Cost of New Extended Earnings Replacement Benefits (EERBs)*

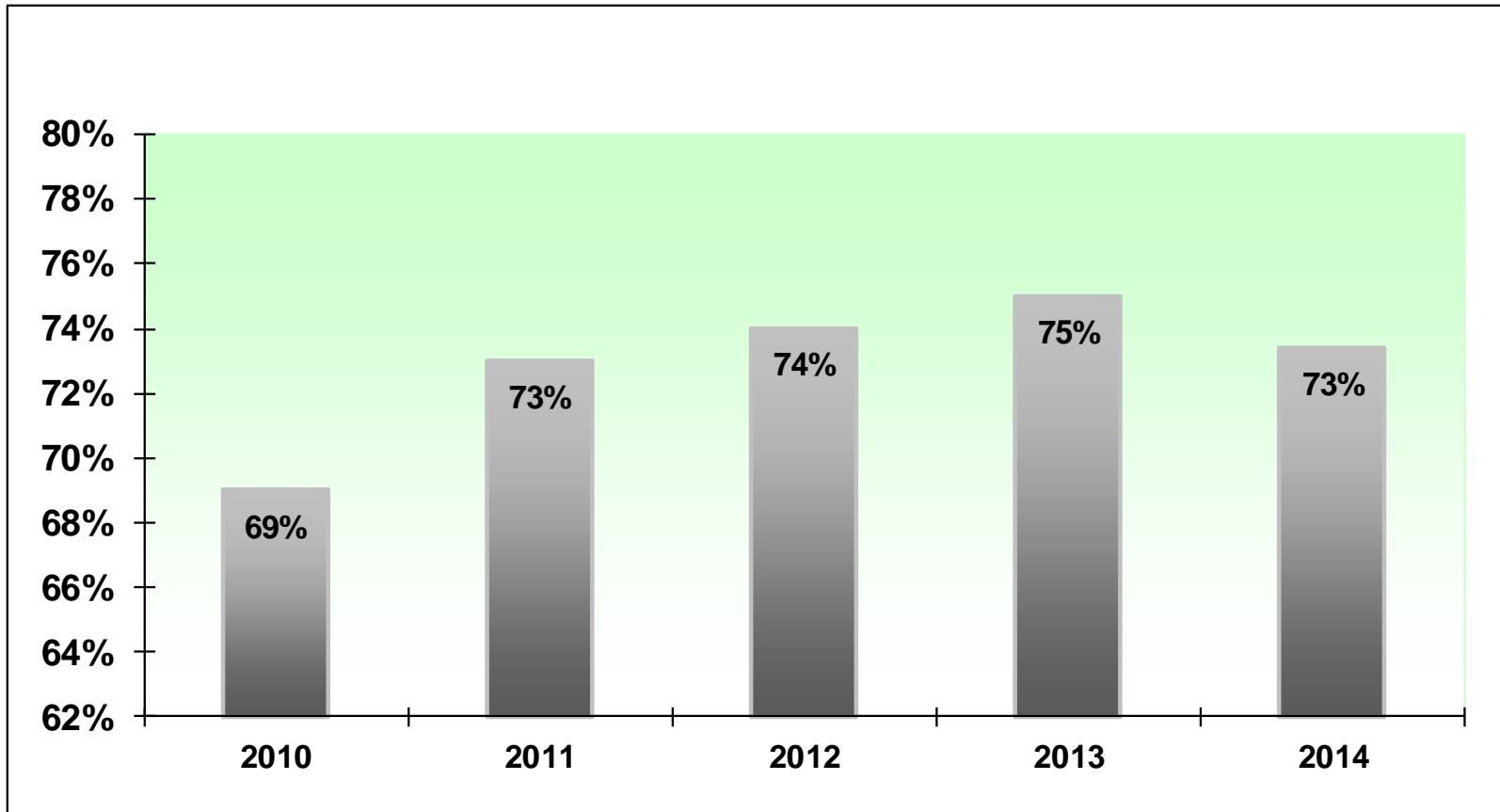
Estimate of long term disability costs related to EERBs for regular classified and self insured claims in any past 12-month period



***Measure adopted January 2010**

WCB Employee Satisfaction Index

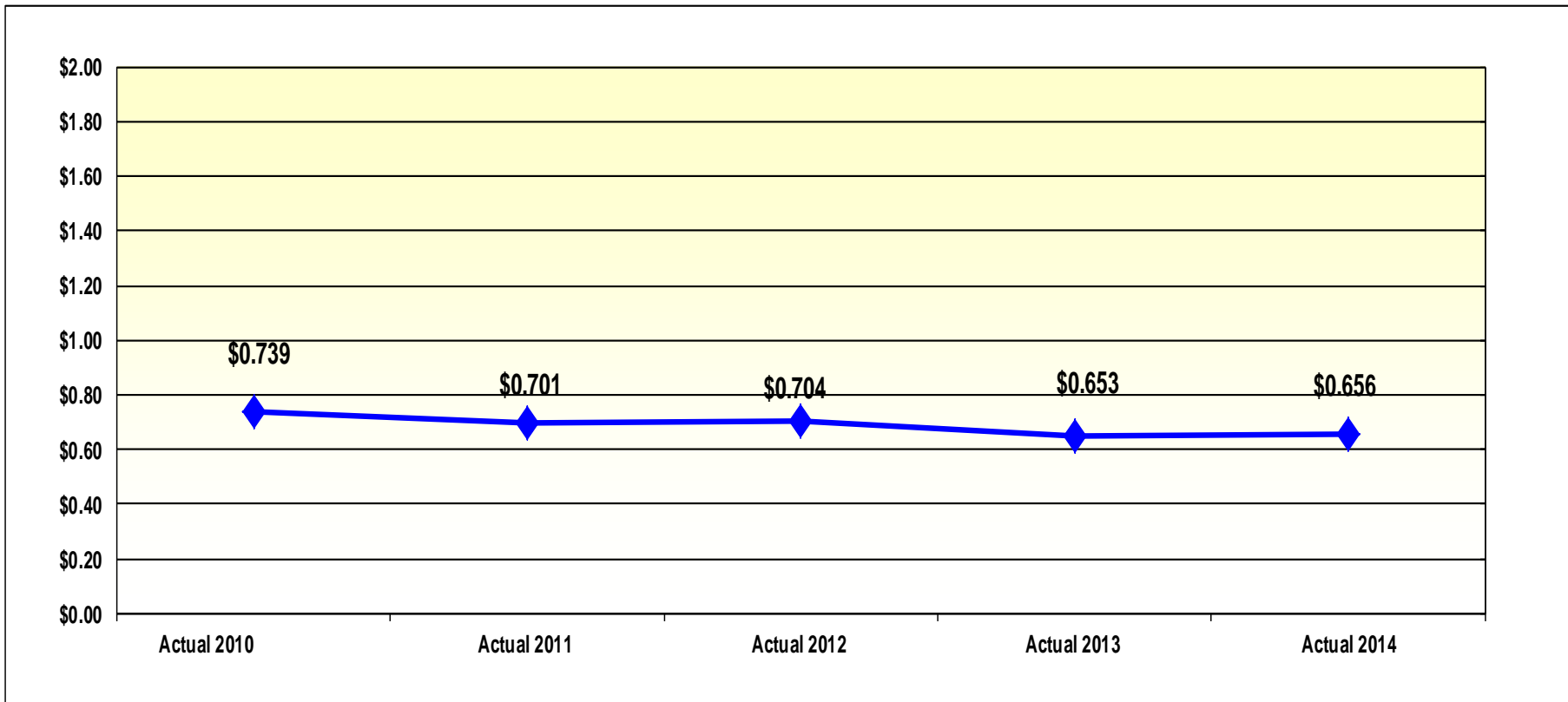
Measures WCB employees' satisfaction with their engagement with the organization



Source: WCB Employee Survey, conducted annually

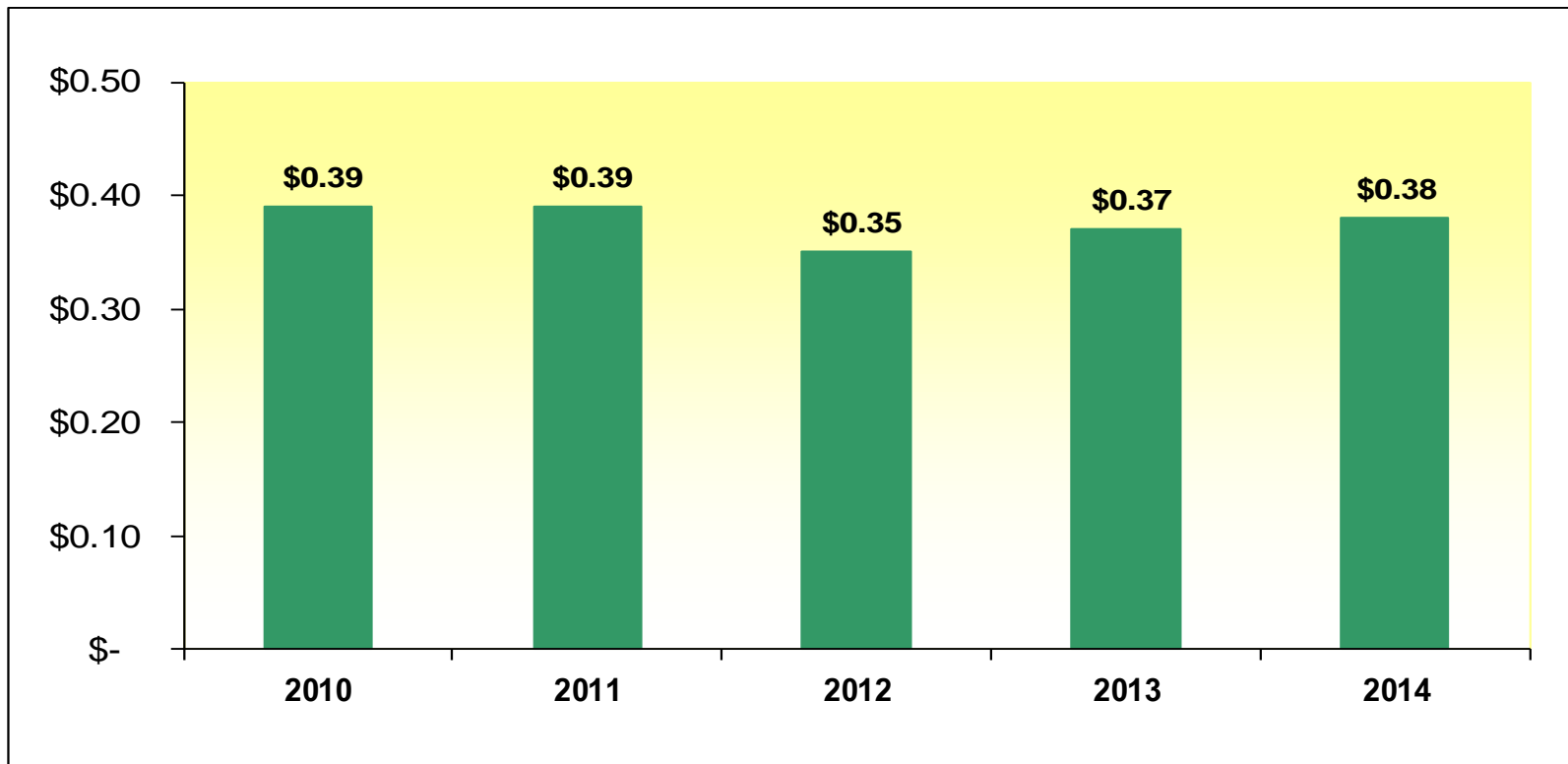
Claims Payments for the last 3 years per \$100 of Assessable Payroll

A measure of overall claim costs relative to payroll for the last 3 years in any past 12-month period



Administrative costs per \$100 of payroll*

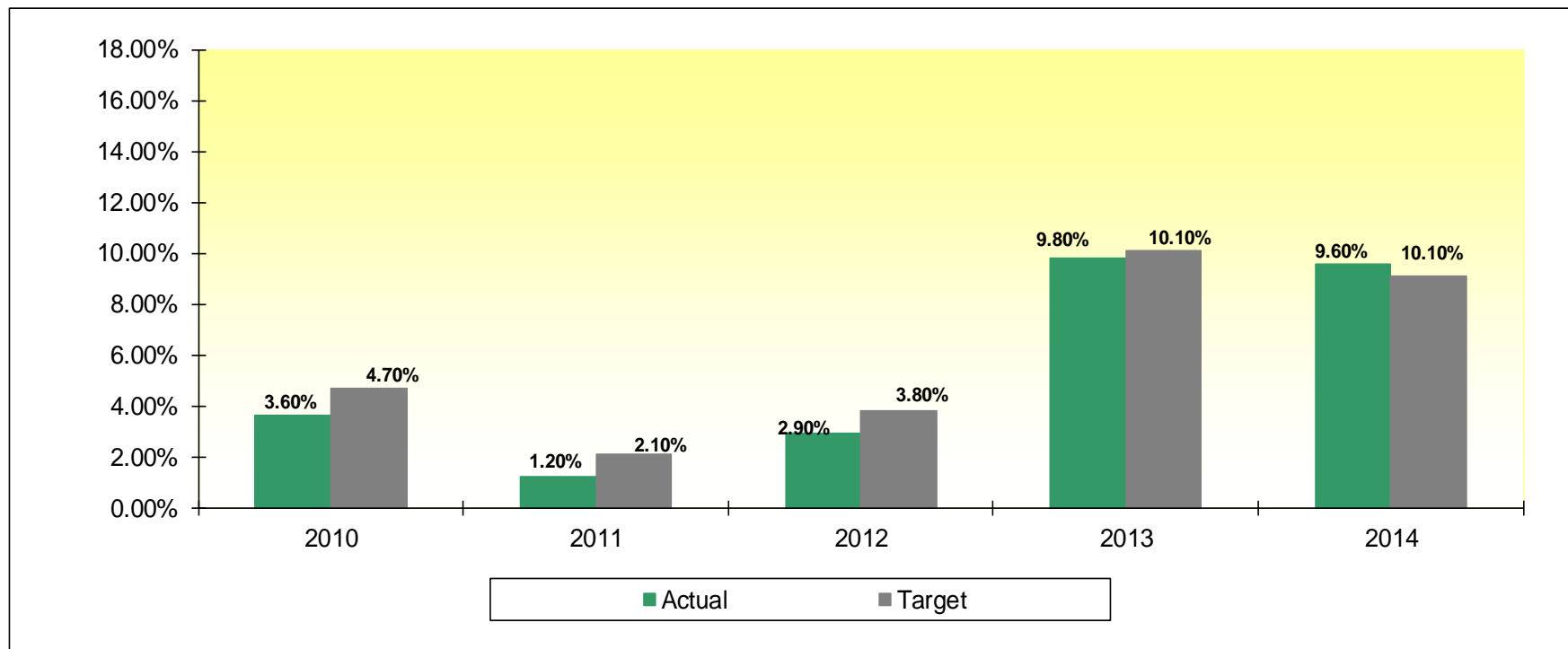
Provides a ratio of annual administration costs per \$100 of assessable payroll



*Measure excludes costs related to prevention
National average (2012): \$0.30

5-Year Return on Investment (as measured by benchmark portfolio return)*

Measures whether the WCB Investment Fund is able to generate a consistent, positive real rate of return on invested assets



***Target after September 2005 = benchmark portfolio return + 0.85%**

***Target after August 2011 = benchmark portfolio return + 1%**

***Target after December 2012 = exceed benchmark portfolio return**