



British Columbia
Securities Commission

May 26, 2021

John Davison, President & CEO
PSEC Secretariat
Suite 210 - 880 Douglas Street
Victoria, B.C.
V8W 2B7

Dear Mr. Davison,

I confirm that the British Columbia Securities Commission Board is aware of the executive compensation paid in fiscal 2020/21. The compensation being disclosed is accurate and includes all compensation paid by the employer. The compensation paid is within our approved compensation plan and complies with the *B.C. Public Sector Executive Compensation Disclosure Guidelines*.

Yours truly,

A handwritten signature in black ink, appearing to be "B. Leong", written over a horizontal line.

Brenda M. Leong
Chair and Chief Executive Officer



COMPENSATION PHILOSOPHY

Our compensation philosophy reflects the following principles:

- Compensation decisions should be objective
- Compensation should reflect job attributes
- Compensation should reflect performance
- Employees and the public should understand our compensation program

We strive to offer median compensation.

For roles that require securities industry expertise, we benchmark against comparable legal and accounting positions, the securities industry, and other securities regulators. For other roles, we benchmark against competing public sector organizations including the BC Financial Services Authority, other provinces, and against private sector organizations when comparable public sector benchmarks are not available. To remain competitive, we conduct periodic salary surveys and propose adjustments when surveyed position salaries are significantly below the median.

We award performance-based salary increases. We meet with employees to review and formally document their performance, at least annually.

We maintain a comprehensive compensation and performance management policy for employees. We publish our policy for compensating independent commissioners, an annual *Financial Information Act* report, and annual executive compensation disclosure.

BC Securities Commission

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Brenda Leong, Chair and CEO	\$ 459,340	-	\$ 13,436	\$ 45,245	\$ 8,983	\$ 527,004	\$ 515,203	\$ 502,848
Peter J Brady, Executive Director	\$ 330,240	-	\$ 13,537	\$ 32,529	\$ 4,108	\$ 380,414	\$ 374,387	\$ 363,963
John Hinze, Director, Corporate Finance	\$ 274,175	-	\$ 12,714	\$ 27,006	\$ 750	\$ 314,645	\$ 305,226	\$ 281,937
Gordon Johnson, Vice Chair	\$ 341,308	-	\$ 13,278	\$ 33,619	\$ 5,369	\$ 393,574	\$ 40,580	
Douglas B Muir, Director, Enforcement	\$ 267,887	-	\$ 10,634	\$ 26,387	\$ 750	\$ 305,658	\$ 297,653	\$ 274,884

Summary Other Compensation Table at 2021

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Brenda Leong, Chair and CEO	\$ 8,983	-	-	-	\$ 7,187	-	\$ 1,796
Peter J Brady, Executive Director	\$ 4,108	-	-	-	\$ 3,906	-	\$ 202
John Hinze, Director, Corporate Finance	\$ 750	-	-	-	-	-	\$ 750
Gordon Johnson, Vice Chair	\$ 5,369	-	-	-	\$ 4,687	-	\$ 682
Douglas B Muir, Director, Enforcement	\$ 750	-	-	-	-	-	\$ 750

Notes

Brenda Leong, Chair and CEO	General Note: B. Leong 2% increase effective September 1, 2020 (for the previous performance year September 1, 2019 to August 31, 2020). Benefits includes long term disability plan premiums, CPP premiums, extended health and dental plan premiums, Employment Insurance premiums, WorkSafeBC premiums, and group life insurance premiums. Other Note: fitness reimbursement
Peter J Brady, Executive Director	General Note: P. Brady 2% increase effective April 1, 2020 (for the previous performance year April 1, 2019 - March 31, 2020). Other Note: fitness reimbursement
John Hinze, Director, Corporate Finance	General Note: J. Hinze 3.5% increase effective April 1, 2020. Other Note: fitness reimbursement
Gordon Johnson, Vice Chair	General Note: G. Johnson - start date February 25, 2020. No salary increase this year. Other Note: fitness reimbursement
Douglas B Muir, Director, Enforcement	General Note: D. Muir 3.5% increase effective April 1, 2020. Other Note: fitness reimbursement