

June 7, 2022

John Davison
Chief Executive Officer & President
Public Sector Employers' Council Secretariat
2nd Floor, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Mr. Davison,

Re: BCFSA Executive Compensation Disclosure 2022

On behalf of the Board of Directors of BC Financial Services Authority ("BCFSA"), I confirm the BCFSA's Compensation Philosophy, and the amounts paid to BCFSA's highest paid employees in the fiscal year 2021/2022 included with this letter. This represents the period from April 1, 2021 to March 31, 2022.

The disclosed information is accurate and includes all compensation paid by the employer. This also includes the value of any pre- or post-employment payments made during the 12- month period before or after the term of employment. The compensation provided is in accordance with the compensation plan approved for BCFSA and complies with the Executive Compensation Disclosure guidelines issued by Public Sector Employers' Council Secretariat.

Yours truly,



Dr. Stanley Hamilton
Chair, Board of Directors

COMPENSATION PHILOSOPHY

BCFSA provides a total compensation package that balances our need to attract and retain employees in a competitive marketplace with our responsibility to operate in an affordable and sustainable manner. Our total compensation package consists of direct (e.g., salary) and indirect (e.g., pension, health and dental benefits, and vacation) compensation components.

Our compensation philosophy reflects the following principles:

- *Decisions will be objective;*
- *Salary design will consider job attributes;*
- *Salary increases will be performance based; and*
- *Employees and the public will understand the compensation program.*

We strive to offer a total compensation package that reflects median placement in our targeted employment sector marketplace. We conduct periodic surveys and propose adjustments where appropriate. All proposed adjustments to our total compensation program are presented to the Board of Directors for endorsement and then to the Minister of Finance, through the Public Sector Employers Council ("PSEC"), for approval.

To maintain our diverse regulatory and financial services industry expertise, we benchmark total compensation against similar organizations in the following sectors:

1. *Core BC public service;*
2. *Broader BC public service;*
3. *Canadian provincial and federal regulators; and*
4. *Private sectors (used when public sector comparators are not available).*

We maintain a comprehensive compensation and performance management policy for employees. We award performance-based salary increases. We meet with employees to review and formally document their performance, at least bi-annually.

Information and documents related to Compensation matters, included those set out below, can be found at www.bcfesa.ca:

- *Board of Directors Compensation Policy;*
- *Annual Financial Information Act Report; and*
- *Annual Executive Compensation Disclosure.*

BC Financial Services Authority

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Blair Fraser Morrison, Chief Executive Officer and Chief Statutory Officer	\$ 310,479	-	\$ 11,081	\$ 31,028	-	\$ 352,588	\$ 349,004	\$ 137,919
David Avren, VP Legal	\$ 212,160	-	\$ 7,491	\$ 20,898	\$ 3,768	\$ 244,317		
Christopher Robin Elgar, Sr. VP Supervision	\$ 222,600	-	\$ 7,531	\$ 21,926	\$ 4,266	\$ 256,323	\$ 261,227	\$ 99,139
Erin Seeley, Sr VP Policy & Stakehold Engmt	\$ 221,793	-	\$ 9,956	\$ 21,847	\$ 3,768	\$ 257,364		
Pamela Skinner, VP Regulatory Services	\$ 202,960	-	\$ 7,455	\$ 19,992	-	\$ 230,407		

Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Blair Fraser Morrison, Chief Executive Officer and Chief Statutory Officer	-	-	-	-	-	-	-
David Avren, VP Legal	\$ 3,768	-	-	-	-	-	\$ 3,768
Christopher Robin Elgar, Sr. VP Supervision	\$ 4,266	-	\$ 4,266	-	-	-	-
Erin Seeley, Sr VP Policy & Stakehold Engmt	\$ 3,768	-	-	-	-	-	\$ 3,768
Pamela Skinner, VP Regulatory Services	-	-	-	-	-	-	-

Notes

Blair Fraser Morrison, Chief Executive Officer and Chief Statutory Officer	General Note: Received an approved 5% increase effective at completion of the amalgamation of RECBC and OSRE into BCFSA. Retroactive increase effective July 20, 2021. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.”
David Avren, VP Legal	General Note: Information disclosed represents compensation earned as an executive of BCFSA, effective August 1, 2021. Prior to this, David Avren was disclosed as being in a top decision making position at RECBC. Information available at BCFSA on this NEO's salary at the Real Estate Council of BC (for the time period of April 1, 2021 until July 31, 2021). was approximately \$70,720 based on his RECBC annualized salary of \$212,160.” This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Other Note: Company paid parking as of Amalgamation eff Aug 1, 2021 (\$471.00 per month x 8 months). - total includes GST
Christopher Robin Elgar, Sr. VP Supervision	General Note: Unused 2021 vacation paid out in 2022. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.”
Erin Seeley, Sr VP Policy & Stakehold Engmt	General Note: Information disclosed represents compensation earned as an executive of BCFSA, effective August 1, 2021. Prior to this, Erin Seeley was disclosed as being in a top decision making position at RECBC. Information available at BCFSA on this NEO's salary at the Real Estate Council of BC (for the reporting time period of April 1, 2021 until July 31, 2021). was approximately \$73583 on her RECBC annualized salary of \$220750. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Other Note: Company paid parking as of Amalgamation eff Aug 1, 2021 - \$3768.00 (\$471.00 per month x 8 months) - total includes GST
Pamela Skinner, VP Regulatory Services	General Note: Information disclosed represents compensation earned as an executive of BCFSA, effective August 1, 2021. Prior to this, Pamela Skinner was disclosed as being in a top decision making position at RECBC. Information available at BCFSA on this NEO's salary at the Real Estate Council of BC (for the time period of April 1, 2021 until July 31, 2021). was approximately \$67,653 based on her RECBC annualized salary of \$202,960. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.