



## **STATEMENT OF EXECUTIVE COMPENSATION FOR THE YEAR ENDED MARCH 31, 2010**

### **Compensation Discussion and Analysis**

#### **About BCIC**

BCIC is the Province's lead organization with a mandate to promote the development of entrepreneurial talent and the commercialization of technology to competitively position British Columbia in today's global knowledge economy.

BCIC has created programs supporting talent development and retention and the commercialization of technology. These programs are often partnerships with organizations and academic institutions enabling BCIC to cater to the specific needs of technology entrepreneurs.

BCIC's programs focus on sectors where BC has competitive advantages. They include information communications technology, wireless, digital media, web 2.0, video games, digital animation, special effects, clean technology and life sciences.

#### **Compensation Philosophy**

BCIC believes in remunerating its staff comparably to what is offered by similar organizations. To remain competitive, and in order to attract the best talent, BCIC is currently implementing an annual salary survey from the results of which adjustments may be made for positions paid significantly below the median. Currently there is no incentive-based compensation.

#### **Executive Compensation and Benefits**

The Board and its Human Resources and Compensation Committee determine the executive compensation within the guidelines provided by PSEC, and they play leadership roles in the development of the total compensation philosophy for the executive team.

- The Board approves the CEO compensation package which includes base salary and benefits.
- The executive compensation targets industry market rates collected through third party survey sources for similar positions.
- Executive compensation is reviewed on a regular basis, and currently, there is no incentive or re-earnable incentive plan, however, a performance based compensation plan is under review.
- BCIC's executives participate in the BC Pension Plan and are covered by the medical benefit plan within the BC Public Service.
- Vacation provisions align with BC Public Service.

## Compensation Disclosure Table for the period April 1, 2009 to March 31, 2010

Name and Principal Position (a)	Salary (b)	Bonus (c)	Incentive Plan Compensation Paid (d)	Pension (e)	All Other Compensation (f)	Total 2009/2010 (g)	Previous 2 Years Totals (h)
Dean Rockwell - CEO <sup>(1)</sup>	169,000	-	-	16,679	9,419	195,098	2008/09 = \$101,599 <sup>(1)</sup>
Lisa Payne - CFO & VP Business Development <sup>(2)</sup>	65,994	-	-	5,794	7,905	79,693 <sup>(2)</sup>	N/A
Soren Harbel - VP Innovation Development <sup>(3)</sup>	17,548	-	-	1,578	7,072	26,198	2008/09 = \$176,655
Dr. David Dolphin - CEO						N/A	2007/08 = \$107,676 <sup>(4)</sup>
Matthew Watson - CEO						N/A	2007/08 = \$259,150 <sup>(4)</sup>
Cindy Lum - COO						N/A	2007/08 = \$349,519 <sup>(5)</sup>

<sup>(1)</sup> Dean Rockwell was hired as the CEO on September 29, 2008. His reported compensation reflected his partial year earning FY 2008/09.

<sup>(2)</sup> Lisa Payne was hired as the CFO & VP Business Development on October 19, 2009 to replace Philip Reeves, who was the CFO of BCIC before he retired. Her reported compensation reflected her partial year earning FY 2009/10.

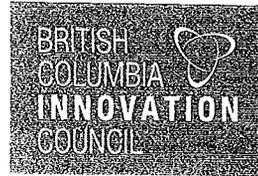
<sup>(3)</sup> Soren Harbel left the position of VP Innovation Development in 2009, and his position was then eliminated.

<sup>(4)</sup> Includes severance payments

<sup>(5)</sup> Includes severance payments based on 18 years of service per agreement dated October 2004

### Table Overview:

- Column (b): Dollar value of the base salary of the NEO earned during the year.
- Column (c): Any discretionary cash awards that were not based on pre-determined performance criteria that were communicated to a NEO.
- Column (d): Include the dollar value of all amounts paid for services performed during the covered fiscal year that are related to awards under an incentive plan.
- Column (e): Include employers pension contributions made for each NEO.
- Column (f): Include all other compensation not reported in any other column of this table such as:
  - Extended Health and Dental
  - Group Life and Accidental Death and Dismemberment benefits available to all employees
  - Long-term disability benefits available to all employees
  - Medical Service Plan premiums
- Column (g): Include the dollar value of total compensation for the fiscal year. For each NEO, this is the sum of the amounts reported in columns (b) through (f).
- Column (h): Include the total value of all compensation for the previous 2 fiscal years. This would be the value reported in column (g) in the previous 2 years.



Attn: Paul Straszak  
President and CEO  
PSEC

May 19, 2010

Re: Executive Compensation Letter of Attestation

Dear Paul,

This letter is to attest that all PSEC requirements for Compensation Disclosure for Executives for the BC Innovation Council (BCIC) have been met. The BCIC Board is aware of the executive compensation paid in the prior fiscal year and have verified that compensation provided was within approved compensation plans.

Please find enclosed a Statement of Executive Compensation for the year ended March 31, 2010, which provides an explanation of BCIC's compensation philosophy.

Yours sincerely,

A handwritten signature in black ink, appearing to be "GA" followed by a long horizontal line.

Greg Aasen

Board Chair