



**Columbia Basin Trust
Statement of Executive Compensation
Fiscal 2009/10**

Compensation Discussion and Analysis

The Columbia Basin Trust (CBT) uses a Job Evaluation Point Factor Plan with eleven competency experience elements. CBT jobs are placed into twelve salary grades based on the point ratings. CBT currently does not offer its employees any employer paid benefits; in lieu of this, employees are provided with an additional 20% benefits allowance.

CBT currently has one position (excluding the CEO) that is ranked above the highest grade of the point ratings. The salary of this position was determined by the CEO and based on the employee's years of experience, previous job performance, and to recognize the breadth of knowledge and skills the employee was bringing to CBT.

CBT's compensation policy is based on the following principles:

1. All salary increases are merit based.
2. CBT's job rate (the target level of compensation for each position) is set at the market average level of compensation for comparable positions.
3. There is an ability to pay up to 10% above the job rate for special cases (eg. exceptional performance or market conditions)
4. The compensation plan does not include the Chief Executive Officer.

CBT's Chief Executive Officer's salary is set by the CBT Board of Directors considering:

1. The individual's track record in business and community development.
2. The difficulty in attracting a quality individual to the Columbia Basin region. The CBT Chief Executive Officer has an extremely complex job that covers business development, investment management, community development, funding program design and administration, and political, business and community relationship development. The type of individual that CBT requires is typically someone who has many choices on where they can work. Salary is not the deciding factor but it must be competitive to attract qualified individuals.
3. The CBT Chief Executive Officer's salary must be generally in line with other administrators in the region. Part of the analysis looks at senior administrators for local government, local investment firms and local power companies.

Name and Principal Position	Salary	Benefits Allowance*	Statutory Deductions+	Total	Previous 2 Years Totals	
Neil Muth President & CEO	\$183,750	36,750	3,209	\$223,709	FY2007/08 FY2008/09	\$213,044 \$223,684
Wally Penner VP, Community Partnerships	\$146,361	29,272	3,363	\$179,089	FY2007/08 FY2008/09	\$165,476 \$175,970
Johnny Strilaeff VP, Investments	\$132,900	26,580	3,623	\$163,103	FY2007/08 FY2008/09	N/A \$153,664

*20% of Base Salary for employee to purchase benefits and in lieu of a pension plan.

+Statutory Deductions include employer contributions to WCB, EI, and CPP.

June 23, 2010

Public Sector Employers' Council
PO Box 9400 Stn Prov Govt
Victoria, BC
V8W 9V1

Attention: Paul Straszak, President and CEO

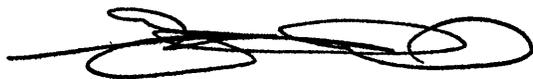
Dear Sir:

Re: Executive Compensation Disclosure

Enclosed please find Columbia Basin Trust's Executive Compensation Disclosure report for fiscal year 2009/10.

I confirm that Columbia Basin Trust's Board of Directors is aware of the executive compensation paid in the prior fiscal year and that all compensation was provided within CBT's approved compensation plan.

Sincerely,



Garry Merkel
Chair, Board of Directors