

June 10, 2014

Mr. Lee Doney  
Interim President & CEO  
PO Box 9400, Stn Prov Govt  
Victoria, BC  
V8W 9V1

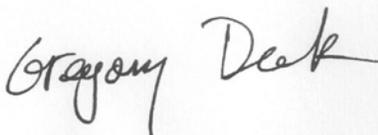
Dear Mr. Doney:

Re: 2013/14 Executive Compensation Disclosure – Columbia Basin Trust

Enclosed please find the Executive Compensation Disclosure report for the Trust for fiscal year 2013/14.

I confirm that the Trust's Board of Directors is aware of the executive compensation paid in the prior fiscal year and that all compensation disclosed is accurate. All compensation received was paid through the Trust and no other organization and there were no pre-employment payments made prior to any employment contracts. All compensation provided was within the Trust's approved compensation plan and complies with the Public Sector Executive Compensation Reporting Guidelines dated May 2014.

Sincerely,

A handwritten signature in black ink that reads "Gregory Deck". The signature is written in a cursive style and is positioned above the printed name and title.

Greg Deck  
Chair, Board of Directors



**Columbia Basin Trust  
Executive Compensation Report  
FY2013/14**

Columbia Basin Trust (the “Trust”) evaluates and compensates positions using an eleven point Job Evaluation Factor Plan and jobs are placed into twelve salary grades based on the point ratings. All compensation plans applied by the Trust must be approved by the Public Sector Employers’ Council. The Trust does not provide incentive plan compensation to any positions.

The Trust’s compensation policy for all positions, except for the Chief Executive Officer, is based on the following principles:

1. All salary increases are merit based.
2. The Trust’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).

The Trust also provides the following paid leaves:

1. *Sick Leave and Special Leave*  
Eight days of Sick Leave per year (cumulative to a maximum of 85 days) and up to eight days Special Leave per year (not cumulative) are available to all employees to provide protection from loss of income due to illness, injury, emergencies, professional appointments or family obligations.
2. *Flex Days*  
Seven days per year of Flex Days (not cumulative) are granted to all managerial staff, with the exception of the Chief Executive Officer, to recognize the additional hours that managers work, for which they are not otherwise compensated.
3. *Vacation*  
All employees are provided with annual vacation, in accordance with internal policy, based on total years of service to the Trust, to a maximum of 35 days per year.

The Trust’s Chief Executive Officer’s salary is set by the Board of Directors using the following considerations:

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 Trust’s 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 the Trust 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 Trust’s Chief Executive Officer’s salary must be generally in line with other administrators in the region. Part of the salary analysis looks at senior administrators for local government, local investment firms and local power companies.

Executive Compensation for FY2013/14						Prior Years Info	
Name	Base Salary	Benefits*	Pension	Other**	Total FY2013/14	Total FY2012/13	Total FY2011/12
N Muth	183,750	22,340	19,317	0	225,407	225,489	224,018
J Strilaeff	150,000	33,661	0	250	183,911	176,488	166,372

\*Benefits includes Benefits Allowance plus statutory benefits premiums (EI, CPP, WCB)

\*\*Other refers to benefits accessed under Healthy Active Employee Policy.