



May 23, 2018

Ms. Christina Zacharuk
President and CEO
PSEC Secretariat
Suite 210, 880 Douglas Street
Victoria, B.C.
V8W 2B7

Dear Ms. Zacharuk,

RE: FY 2018 Executive Compensation Disclosure – Transportation Investment Corporation

Please find attached the Statement of Executive Compensation covering the Fiscal 2018 period for Transportation Investment Corporation (TI Corp).

As per the Public Sector Executive Compensation Disclosure Guidelines, I, the undersigned, hereby attest the following:

- The compensation information disclosed within this report is accurate and includes all compensation paid by TI Corp, foundations, subsidiaries, or any other organization related to or associated with TI Corp. It 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 paid in 2017/2018 is within the approved compensation plan and complies with these guidelines.

Yours sincerely,

A handwritten signature in blue ink that reads "Don Fairbairn".

Don Fairbairn
Chair, Board of Directors
Transportation Investment Corporation



**Transportation Investment Corporation
Statement of Executive Compensation**

Reporting Period: Fiscal Year 2018
(April 2017 – March 31, 2018)

INTRODUCTION

TI Corp is a public Crown corporation created in 2008 under the *Transportation Investment Act*. TI Corp built the new Port Mann Bridge and 37 kilometres of Highway 1 improvements.

In Fiscal 2018, the BC Provincial Government announced that as of September 1, 2017, tolls would no longer be charged on the Port Mann Bridge. Following toll cessation, TI Corp continues to collect debt for tolls incurred prior to September 1, 2017, and continues to support the Ministry of Transportation and Infrastructure as needed.

CORE PRINCIPLES

TI Corp considers the following principles in the design, implementation and administration of its compensation programs:

Performance – Compensation programs support and promote a performance-based organization culture

Differentiation – differentiation of salary is supported where there are differences in the scope of the position within the organization and/or due to superior individual or team contributions

Accountability – Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of funds

Transparency – Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information

COMPENSATION DISCUSSION AND ANALYSIS

In order to achieve business, operational, and service objectives, TI Corp relies on the contribution of its employees. The compensation program plays a key role in TI Corp's ability to attract, motivate and retain quality employees.

TI Corp's compensation plan has been approved by the Minister of Finance. TI Corp has worked closely with PSEC to develop a compensation plan which closely mirrors the public service compensation plan. It reflects the perspective that total compensation includes base salary, benefits, pension, vacation and perquisites.

The compensation plan provides for participation in both the Public Service Pension Plan and the Public Service Benefits Plan. To ensure the compensation plan remains current, TI Corp reviews the plan annually.

TOTAL COMPENSATION PHILOSOPHY

A key component of an effective compensation philosophy is the need to maintain a meaningful degree of competitiveness with the relevant external labour market. TI Corp must balance public sector and Crown corporation equity and relativity with industry-specific comparability. As per TI Corp's current approved Compensation Plan, the external labour market reference point is:

80% BC Crown corporation and public sector; and

20% comparable private sector.

Cash Compensation

Cash compensation is comprised of base salary only. TI Corp does not pay short term incentives or bonuses. Base salary pay is generally targeted at the 50th percentile of the composite market, with a minimum and maximum limit in each salary range.

Non-Cash Compensation

TI Corp's non-cash compensation is comprised of benefits, pension, vacations and perquisites.

Benefits: Benefits are based on government standards and executives receive the same benefits available to other management and exempt employees through the employer paid coverage for extended health and dental, life insurance and long term disability.

Pension: TI Corp provides a joint trustee benefit pension plan which is aligned with other public sector pension plans.

Vacation: TI Corp provides between four to six weeks of vacation each year. Unused vacation may be carried forward to the following calendar year.

Perquisites: Discretionary vehicle allowance is permitted to the CEO.

Base Salary Management

The classification system mirrors that of the BC public service and the base salary for executive employees fits within one of the following two compensation bands.

Classification	Salary Range
President and Chief Executive Officer (CEO)	\$180,000 - \$195,000
Executive Director / Vice President / Chief Financial Officer	\$120,000 - \$155,000

PERFORMANCE EVALUATION AND HOLDBACKS

The Board of Directors is responsible for reviewing the President and CEO's performance annually, and for approving annual salary increases consistent with PSEC direction.

The compensation plan incorporates a 10% base salary holdback for the President and CEO and the Vice-President, Tolling & Customer Engagement. Base salary holdbacks are released upon achievement of defined performance targets identified within the annual service plan.

Transportation Investment Corporation

Summary Compensation Table at 2018

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2017/2018 Total Compensation	Previous Two Years Totals Total Compensation	
							2016/2017	2015/2016
Irene Kerr, President & Chief Executive Officer	\$ 175,500	\$ 19,500	\$ 10,899	\$ 20,519	\$ 6,960	\$ 233,378	\$ 232,815	\$ 231,111
Max Logan, Vice President Tolling & Customer Engagement	\$ 124,964	\$ 14,750	\$ 10,667	\$ 14,441	-	\$ 164,822	\$ 170,709	\$ 174,622
Mario Piscitelli, Executive Director of Finance, CFO	\$ 140,000	-	\$ 10,665	\$ 14,472	-	\$ 165,137	\$ 164,460	\$ 143,965
Sveto Plasvic, Executive Director, Performance Planning and Business Development	\$ 140,000	-	\$ 10,665	\$ 14,472	-	\$ 165,137	\$ 164,460	\$ 57,366

Summary Other Compensation Table at 2018

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Irene Kerr, President & Chief Executive Officer	\$ 6,960	-	-	-	\$ 6,960	-	-
Max Logan, Vice President Tolling & Customer Engagement	-	-	-	-	-	-	-
Mario Piscitelli, Executive Director of Finance, CFO	-	-	-	-	-	-	-
Sveto Plasvic, Executive Director, Performance Planning and Business Development	-	-	-	-	-	-	-

Notes

Irene Kerr, President & Chief Executive Officer	
Max Logan, Vice President Tolling & Customer Engagement	General Note: Max Logan's actual base salary is less compared to the previous year due to an unpaid leave.
Mario Piscitelli, Executive Director of Finance, CFO	
Sveto Plasvic, Executive Director, Performance Planning and Business Development	