



September 12, 2018

Ms. Christina Zacharuk
President and CEO
Public Sector Employers' Council Secretariat
Suite 210 – 880 Douglas Street
Victoria, BC V8W 2B7

Dear Ms. Zacharuk,

Re: 2017/18 Executive Compensation Disclosure Statement – Insurance Council of British Columbia

On behalf of the Council of the Insurance Council of British Columbia, attached is the Executive Compensation Disclosure Statement for the period of June 1, 2017 to May 31, 2018.

As per the Public Sector Employers' Council Guidelines, I, the undersigned, hereby attest to the following:

- The Voting Members of Council are aware of the executive compensation paid in the 2017/18 fiscal year.
- The executive compensation being disclosed is accurate and includes all executive compensation paid by the employer, foundations, subsidiaries, or any other organization related to or associated with the employer.
- It includes the value of any pre or post-employment payments made during the 12-month period before or after the term of employment.

Yours truly,

Ken Kukkonen
Chair

Enclosure

Insurance Council of BC

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
Gerald Matier, Executive Director	\$ 176,125	-	\$ 13,157	\$ 10,477	\$ 237,281	\$ 437,040		
Janet Sinclair, Executive Director	\$ 138,519	-	\$ 8,683	\$ 8,311	\$ 5,479	\$ 160,992		
Lori-Ann Donaldson, Manager	\$ 189,390	-	\$ 14,552	\$ 11,459	\$ 326,945	\$ 542,346		
Rob Tanaka, Director, Policy, Finance and Investigation	\$ 206,804	-	\$ 14,728	\$ 12,408	\$ 3,993	\$ 237,933		
Brett Thibault, Director, Licensing	\$ 187,121	-	\$ 12,839	\$ 11,215	\$ 3,993	\$ 215,168		

Summary Other Compensation Table at 2018

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Gerald Matier, Executive Director	\$ 237,281	-	\$ 19,803	-	\$ 5,400	\$ 78	\$ 212,000
Janet Sinclair, Executive Director	\$ 5,479	-	-	-	\$ 3,150	-	\$ 2,329
Lori-Ann Donaldson, Manager	\$ 326,945	\$ 310,453	\$ 12,832	-	-	-	\$ 3,660
Rob Tanaka, Director, Policy, Finance and Investigation	\$ 3,993	-	-	-	-	-	\$ 3,993
Brett Thibault, Director, Licensing	\$ 3,993	-	-	-	-	-	\$ 3,993

Notes

Gerald Matier, Executive Director	General Note: Pension contributions consists of \$10,477 in employer contributions. 'Other': Retirement Allowance. Retired December 31, 2017 Vacation payout: Per Gerald's contract he was entitled to 6 weeks paid vacation per year. *General note: ICOBC's fiscal is June 1st to May 31st Perquisite/Other Allowance Note: Taxi- \$78.85 (taxi card provided, not reimbursement) Other Note: \$212,000 in retirement allowance as per Gerald's employment contract: 'The Executive Director will be entitled to one month's salary, calculated based on the Executive Director's salary (annual salary and rsp contribution) at the time of resignation or retirement, for each year or part year he has worked at Council commencing on June 1, 2010 to his date of resignation or retirement, payable on his resignation or retirement'
Janet Sinclair, Executive Director	General Note: 'Pension contributions' is actually RRSP matching. Hire date: November 1, 2017 Other Note: Other: Parking \$2329.25
Lori-Ann Donaldson, Manager	General Note: Pension amount is actually RRSP matching. Last day of employment: April 24, 2018 Other Note: Other: Parking - \$3660.25
Rob Tanaka, Director, Policy, Finance and Investigation	Other Note: Other: Parking - \$3993;
Brett Thibault, Director, Licensing	General Note: Pension contribution is actually RRSP matching Other Note: Parking: \$3993