

June 18, 2019

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

Dear Ms. Zacharuk,

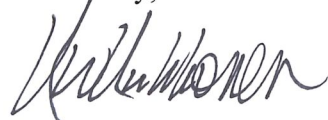
Subject: 2018/2019 Executive Compensation Disclosure Statement: Insurance Council of British Columbia ("Council")

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, 2018 to May 31, 2019.

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

- The voting members of Council are aware of the executive compensation paid in the 2018/2019 fiscal year.
- The executive compensation being disclosed is accurate and includes all executive compensation paid by the Council, foundations, subsidiaries, or any other organization related to or associated with the Council.
- The executive compensation being disclosed 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

Insurance Council of BC

Summary Compensation Table at 2019

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2018/2019 Total Compensation	Previous Two Years Totals Total Compensation	
							2017/2018	2016/2017
Kandace Hopkins, Director, Practice and Quality Assurance	\$ 120,006	-	\$ 6,001	\$ 6,753	\$ 2,204	\$ 134,964		
Michael Pearce, Director, Enterprise Technology and Business Solutions	\$ 133,972	-	\$ 15,576	\$ 5,749	\$ 2,293	\$ 157,590		
Janet Sinclair, Executive Director	\$ 249,198	-	\$ 14,667	\$ 13,229	\$ 9,389	\$ 286,483	\$ 160,992	
Rob Tanaka, Director, Policy, Finance and Investigation	\$ 195,977	-	\$ 12,333	\$ 9,156	\$ 37,033	\$ 254,499	\$ 237,933	
Brett Thibault, Director, Governance and Stakeholder Engagement	\$ 190,957	-	\$ 12,619	\$ 10,865	\$ 3,989	\$ 218,430	\$ 215,168	

Notes

Kandace Hopkins, Director, Practice and Quality Assurance	General Note: Promoted to Director, Practice and Quality Assurance last Oct. 30, 2018. Previously was Council's Regulatory Services Manager. Pension contribution is RRSP matching. Other Note: Parking \$2,204.
Michael Pearce, Director, Enterprise Technology and Business Solutions	General Note: Employee start date August 1, 2018. Pension contribution is RRSP matching. Other Note: Parking \$2,293.
Janet Sinclair, Executive Director	General Note: Employee start date Nov. 1, 2017. 2018/2019 first full year of employment. Pension contribution is RRSP matching. Other Note: Parking \$3,989.
Rob Tanaka, Director, Policy, Finance and Investigation	General Note: Resigned from Council on Feb. 22, 2019. Other Note: Parking \$2,325. Retirement allowance \$34,708. Pension contribution is RRSP matching.
Brett Thibault, Director, Governance and Stakeholder Engagement	General Note: Pension contribution is RRSP matching. Other Note: Parking \$3,989.