BRITISH COLUMBIA ENERGY REGULATOR

12 June 2025

John Davison, President & CEO
Public Sector Employers' Counsel Secretariat
PO Box 9400 STN PROV GOVT
Victoria, British Columbia V8W 9V1

Dear Mr. Davison

Re: Statement of Executive Compensation – BC Energy Regulator (BCER)

The attached Statement of Executive Compensation has been reviewed and approved by the Board of Directors.

This correspondence is to confirm that the compensation provided to the BCER's Executive, as disclosed in the attached report, is accurate and within the organization's approved compensation plan.

Yours sincerely,

Natascha Kiernan
Board Chair

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BRITISH COLUMBIA ENERGY REGULATOR

STATEMENT OF EXECUTIVE COMPENSATION 2024/25
Excluded Compensation Philosophy

Objectives

The BC Energy Regulator's (BCER) Excluded Compensation Plan (ECP) is aligned with the *B.C. Public Sector Employers' Guide to Accountable Compensation* which came into effect 1 September 2018. BCER's ECP meets the direction provided by the Public Sector Employers' Council Secretariate (PSEC) while ensuring the organization is well placed to attract, recruit, and retain the necessary talent pool to meet its corporate strategy and goals.

With Board and Executive oversight and approval, the ECP ensures alignment in a manner consistent with the broader public sector to strengthen accountability and promote cost control. The ECP demonstrates alignment with other broader public sector compensation plans demonstrating greater rigor and consistency by following key Government recommendations. The BCER's EPC must align with the mandate of the province, through PSEC.

The organization's approved excluded compensation plan supports and adheres to the following four core operating principles:

Excluded Compensation Philosophy Core Principles

Performance

- Ensure corporate mandate of regulatory compliance is achieved
- Ensure fairness to the employer who recruits and retains required staff to achieve mandate
- Align employees with the BCER's strategic objectives by ensuring that annual, merit-based increases reflect individual, divisional, and organizational performance
- Implement fair, transparent and consistent annual merit-based performance management practices

Differentiation

- Ensure fair, equitable, flexible, and competitive merit-based compensation is applied
- Recognize special individual and team accomplishments
- Balance internal equity with external competitiveness
- Ensure financial sustainability by being fair to the employee who performs the job

Accountability

- Ensure Board of Director's governance for the CEO compensation is consistent with Government mandate
- Establish market appropriate benchmark comparisons to determine most appropriate compensation to support the recruitment and retention of talented leadership
- Apply role assignment and classification consistent with the BCER's Management Classification and Compensation Framework (MCCF)

Transparency

- Communicate and publish the excluded compensation philosophy and all updates internally as well as externally as mandated by legislation
- Develop and utilize fair, just, consistent, and easy to implement staffing practices
- Report to PSEC the terms and conditions of employment for employees who have a base salary over $125K
- Report publically as requested and in accordance with the Financial Information Act (FIA) all employees who earn a base salary over $75K.

BC Energy Regulator

Summary Compensation Table at 2025

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2024/2025 Total Compensation	Previous Two Years Totals Total Compensation	
							2023/2024	2022/2023
Michelle Carr, Commissioner, Chief Executive Officer	$ 265,705	-	$ 13,350	$ 26,172	$ 16,819	$ 322,046	$ 315,280	$ 290,461
Sara Dickinson, Executive Vice President, People, Reconciliation & Transformation	$ 232,211	-	$ 15,552	$ 22,873	$ 563	$ 271,199	$ 252,801	$ 231,064
Sara Gregory, Chief Legal Counsel, Governance & Regulatory Affairs	$ 226,025	-	$ 12,733	$ 22,285	$ 6,213	$ 267,256	$ 251,341	
Andrew Johnson, Executive Vice President, Safety & Compliance	$ 217,754	-	$ 15,093	$ 21,449	$ 96,918	$ 351,214	$ 248,876	
Peter Robb, Executive Vice President, Resource Management & Stewardship	$ 225,483	-	$ 15,628	$ 22,210	$ 2,191	$ 265,512	$ 250,259	
Dean Skinner, Chief Financial Officer, Executive Vice President, People & Transformation	$ 203,473	-	$ 14,934	$ 20,042	$ 2,213	$ 240,662	$ 228,751	

Summary Other Compensation Table at 2025

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Michelle Carr, Commissioner, Chief Executive Officer	$ 16,819	-	$ 2,354	-	$ 12,000	-	$ 2,465
Sara Dickinson, Executive Vice President, People, Reconciliation & Transformation	$ 563	-	$ 63	-	-	-	$ 500
Sara Gregory, Chief Legal Counsel, Governance & Regulatory Affairs	$ 6,213	-	$ 4,407	-	-	-	$ 1,806
Andrew Johnson, Executive Vice President, Safety & Compliance	$ 96,918	$ 83,259	$ 13,159	-	-	-	$ 500
Peter Robb, Executive Vice President, Resource Management & Stewardship	$ 2,191	-	-	-	-	-	$ 2,191
Dean Skinner, Chief Financial Officer, Executive Vice President, People & Transformation	$ 2,213	-	-	-	-	-	$ 2,213

Notes

Michelle Carr, Commissioner, Chief Executive Officer	**General Note:** This position received a 3% merit based increase as per direction for the Board of Directors, effective July 1, 2024; LTD premium increase ($1,637/year) ; increase to extended health & dental ($540/year) ; incumbent meets eligibility requirements for retirement allowance which is calculated as an amount equal to one month salary + 1/5 of one month's salary for each full year of service exceeding 20 years but not exceeding 30 years. **Other Note:** Employer paid parking ($1,965), health & wellness account utilization ($500), payout of vacation entitlement, vehicle allowance
Sara Dickinson, Executive Vice President, People, Reconciliation & Transformation	**General Note:** This position received a 4.5% merit based increase effective July 1, 2024; LTD premium increase ($1,414/year); increase to Extended Health & Dental ($540/year); Location allowance payable (3%) **Other Note:** Payout of vacation entitlement; Health & Wellness account utilization ($500)
Sara Gregory, Chief Legal Counsel, Governance & Regulatory Affairs	**General Note:** This position received a merit based increase of 5% effective July 1, 2024; LTD premium increase ($1,435/year); extended health & dental increase ($540/year) **Other Note:** Payout of vacation entitlement, employer paid parking benefit ($1,713), Health & Wellness account utilization ($93)
Andrew Johnson, Executive Vice President, Safety & Compliance	**General Note:** Location allowance payable (3%); LTD premium increase ($1,563); extended health & dental increase ($495); Employee exit with severance payable ($83,259); 11 months of service in FY25 **Other Note:** Health & Wellness account utilization ($500)
Peter Robb, Executive Vice President, Resource Management & Stewardship	**General Note:** This position received a 4.5% merit based increase effective July 1, 2024; LTD premium increase ($1,400/year); extended health & dental increase ($540/year); incumbent meets eligibility requirements for retirement allowance which is calculated as an amount equal to one month salary + 1/5 of one month's salary for each full year of service exceeding 20 years but not exceeding 30 years. **Other Note:** Employer paid parking benefit ($1,713); Health & Wellness account utilization ($478)
Dean Skinner, Chief Financial Officer, Executive Vice President, People & Transformation	**General Note:** Position received a 4% merit based increase effective July 1, 2024; reclassification of role with 5% increase to bottom of EVP Band effective March 2025; LTD premium increase ($1,266/year); extended health & dental increase ($540/year); incumbent meets eligibility requirements for retirement allowance which is calculated as an amount equal to one month salary + 1/5 of one month's salary for each full year of service exceeding 20 years but not exceeding 30 years. **Other Note:** Employer paid parking benefit ($1,713); Health & Wellness account utilization ($500)