

June 7, 2022

John Davison
Chief Executive Officer & President
Public Sector Employers' Council Secretariat
2nd Floor, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Mr. Davison,

Re: BCFSAs Executive Compensation Disclosure 2022

On behalf of the Board of Directors of BC Financial Services Authority ("BCFSA"), I confirm the BCFSA's Compensation Philosophy, and the amounts paid to BCFSA's highest paid employees in the fiscal year 2021/2022 included with this letter. This represents the period from April 1, 2021 to March 31, 2022.

The disclosed information is accurate and includes all compensation paid by the employer. This 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 provided is in accordance with the compensation plan approved for BCFSA and complies with the Executive Compensation Disclosure guidelines issued by Public Sector Employers' Council Secretariat.

Yours truly,



Dr. Stanley Hamilton
Chair, Board of Directors



COMPENSATION PHILOSOPHY

BCFSA provides a total compensation package that balances our need to attract and retain employees in a competitive marketplace with our responsibility to operate in an affordable and sustainable manner. Our total compensation package consists of direct (e.g., salary) and indirect (e.g., pension, health and dental benefits, and vacation) compensation components.

Our compensation philosophy reflects the following principles:

- Decisions will be objective;
- Salary design will consider job attributes;
- Salary increases will be performance based; and
- Employees and the public will understand the compensation program.

We strive to offer a total compensation package that reflects median placement in our targeted employment sector marketplace. We conduct periodic surveys and propose adjustments where appropriate. All proposed adjustments to our total compensation program are presented to the Board of Directors for endorsement and then to the Minister of Finance, through the Public Sector Employers Council ("PSEC"), for approval.

To maintain our diverse regulatory and financial services industry expertise, we benchmark total compensation against similar organizations in the following sectors:

1. Core BC public service;
2. Broader BC public service;
3. Canadian provincial and federal regulators; and
4. Private sectors (used when public sector comparators are not available).

We maintain a comprehensive compensation and performance management policy for employees. We award performance-based salary increases. We meet with employees to review and formally document their performance, at least bi-annually.

Information and documents related to Compensation matters, included those set out below, can be found at www.bcfsa.ca:

- Board of Directors Compensation Policy;
- Annual Financial Information Act Report; and
- Annual Executive Compensation Disclosure.

EXECUTIVE COMPENSATION DISCLOSURE

1. BC Financial Services Authority

Summary Compensation Table for the period April 1, 2021 to March 31, 2022

	Salary	Holdback / Bonus / Incentive Plan Compensation	Benefits	Pension	Other Compensation	Total Compensation 2021/2022	Total Compensation 2020/2021	Total Compensation 2019/2020		Total Compensation 2018/2019
Blair Morrison Chief Executive Officer and Chief Statutory Officer	\$ 310,479	\$ -	\$ 11,081	\$ 31,028		\$ 352,588	\$349,004	\$ 137,919		n/a
Christopher Elgar Senior Vice President and Deputy Superintendent Financial Institutions Supervision	\$ 222,600.00	\$ -	\$ 7,531	\$ 21,926	\$ 4,266	\$ 256,323	\$ 261,227	\$ 99,139		n/a
Erin Seeley ¹ Senior Vice President, Policy & Stakeholder Engagement	\$ 221,793	\$ -	\$ 9,956	\$ 21,847	\$ -	\$ 257,364	n/a	n/a	n/a	n/a
David Avren ¹ Vice President, Legal	\$ 212,160	\$ -	\$ 7,491	\$ 20,898	\$ -	\$ 244,317	n/a	n/a	n/a	n/a
Pamela Skinner ¹ Vice President, Regulatory Services	\$ 202,960	\$ -	\$ 7,455	\$ 19,991.56	\$ -	\$ 230,407	n/a	n/a	n/a	n/a

EXECUTIVE COMPENSATION DISCLOSURE

Summary Other Compensation Table at 2021

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Blair Morrison Chief Executive Officer and Chief Statutory Officer	-	-	-	-	-	-	-
Christopher Elgar Senior Vice President and Deputy Superintendent Financial Institutions Supervision	\$ 4,266	-	\$ 4,266	-	-	-	-
Erin Seeley Senior Vice President, Policy & Stakeholder Engagement	\$ 3,768	-	-	-	-	-	\$ 3,768
David Avren Vice President, Legal	\$ 3,768	-	-	-	-	-	\$ 3,768
Pamela Skinner Vice President, Regulatory Services		-	-	-	-	-	-

EXECUTIVE COMPENSATION DISCLOSURE

Notes

<p>General Notes</p>	<p>All Other Compensation: includes statutory and health benefits, paid parking and professional dues where applicable.</p> <p>Other Compensation: includes vacation carry over or carry forward.</p>
<p>Blair Morrison Chief Executive Officer and Chief Statutory Officer</p>	<p>a. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>b. CEO received a 5% increase in salary effective July 20, 2021 in connection with the integration of the Real Estate Council of British Columbia and the Office of the Superintendent of Real Estate into BCFSA which occurred on August 1, 2021</p>
<p>Christopher Elgar Senior Vice President and Deputy Superintendent Financial Institutions Supervision</p>	<p>a. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p>
<p>Erin Seeley Senior Vice President, Policy & Stakeholder Engagement</p>	<p>a. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. According to information available to BCFSA, as a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>b. Note 1: From August 1, 2021 to March 31, 2022, Erin Seeley was employed in a top decision maker position at BCFSA and earned \$147,167 of their annualized salary of \$220,750. From April 1, 2021 to July 31, 2021, Erin Seeley was in a top decision maker position at the Real Estate Council of British Columbia ("RECBC") and based on information available to BCFSA, Erin Seeley was paid approximately \$73,583 of their RECBC annualized salary of \$220,750. Effective August 1, 2021, RECBC was integrated into BCFSA.</p> <p>c. Company paid parking as of Amalgamation effective August 1, 2021 (\$471.00 per month x 8 months). Total includes GST.</p>
<p>David Avren Vice President, Legal</p>	<p>a. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. According to information available to BCFSA, as a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>b. Note 1: From August 1, 2021 to March 31, 2022, David Avren was employed in a top decision maker position at BCFSA and earned \$141,440 of their annualized salary of \$212,160. From April 1, 2021 to July 31, 2021, David Avren was in a top decision maker position at the Real Estate Council of British Columbia ("RECBC") and based on information available to BCFSA, David Avren was paid approximately \$70,720 of their RECBC annualized salary of \$212,160. Effective August 1, 2021, RECBC was integrated into BCFSA.</p> <p>c. Company paid parking as of Amalgamation effective August 1, 2021 (\$471.00 per month x 8 months). Total includes GST.</p>
<p>Pamela Skinner Vice President, Regulatory Services</p>	<p>d. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. According to information available to BCFSA, as a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.</p> <p>a. Note 1: From August 1, 2021 to March 31, 2022, Pamela Skinner was employed in a top decision maker position at BCFSA and earned \$135,307 of their annualized salary of \$202,960. From April 1, 2021 to July 31, 2021, Pamela Skinner was in a top decision maker position at the Real Estate Council of British Columbia ("RECBC") and based on information available to BCFSA, Pamela Skinner was paid approximately \$67,653 of their RECBC annualized salary of \$202,960. Effective August 1, 2021, RECBC was integrated into BCFSA.</p>