

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

June 7, 2023

Dear Mr. Davison,

On behalf of the Board of Directors of BC Financial Services Authority ("BCFSA"), I confirm BCFSA's Compensation Philosophy, and the amounts paid to BCFSA's highest paid employees in the fiscal year 2022/2023 included with this letter. This represents the period from April 1, 2022 to March 31, 2023.

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,



BCFSA Board Chair



## EXECUTIVE COMPENSATION DISCLOSURE

### 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 Secretariat, 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 B.C. public service;
2. Broader B.C. 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, including those set out below, can be found at [www.bcfsa.ca](http://www.bcfsa.ca):

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

## Executive Compensation Disclosure

### BC Financial Services Authority

#### Summary Compensation Table at 2023

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	Previous Two Years Totals Total Compensation	
						2021/2022	2020/2021
Blair Fraser Morrison, Chief Executive Officer and Chief Statutory Officer	\$ 318,464	-	\$ 11,711	\$ 31,368	-	\$ 352,588	\$ 349,004
David Avren, VP Legal	\$ 214,268	-	\$ 7,258	\$ 21,105	-	\$ 244,317	-
Christopher Robin Elgar, Sr. VP Supervision	\$ 230,360	-	\$ 6,351	\$ 22,690	\$ 10,456	\$ 256,323	\$ 261,227
Pamela Skinner, VP Regulatory Services	\$ 218,986	-	\$ 7,963	\$ 21,570	\$ 13,070	\$ 230,407	-
David Weiss, Senior Vice President Corporate Services & Transformation	\$ 214,366	-	\$ 10,879	\$ 21,115	\$ 2,156	-	\$ 210,067

## Executive Compensation Disclosure

### BC Financial Services Authority

#### Summary Other Compensation Table at 2023

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle/ Transportation Allowance	Prerequisites/ Other Allowance	Other
Blair Fraser Morrison, Chief Executive Officer and Chief Statutory Officer	-	-	-	-	-	-	-
David Avren, VP Legal	-	-	-	-	-	-	-
Christopher Robin Elgar, Sr. VP Supervision	\$ 10,456	-	\$ 10,456	-	-	-	-
Pamela Skinner, VP Regulatory Services	\$ 13,070	-	\$ 13,070	-	-	-	-
David Weiss, Senior Vice President Corporate Services & Transformation	\$ 2,156	-	\$ 2,156	-	-	-	-

## Executive Compensation Disclosure

### BC Financial Services Authority

#### Notes

Blair Fraser  
Morrison, Chief  
Executive Officer  
and Chief  
Statutory Officer

David Avren, VP  
Legal

Christopher  
Robin Elgar, Sr.  
VP Supervision

General Note: Received a retroactive salary increase of 9.84% in November 2022, backdated to April 1, 2022. Received a 1.43% increase effective January 1, 2023.

Pamela Skinner,  
VP Regulatory  
Services

David Weiss,  
Senior Vice  
President  
Corporate  
Services &  
Transformation