

May 14, 2020

Ms. Christina Zacharuk
President and CEO
PSEC Secretariat
Suite 210, 880 Douglas Street
Victoria, B.C.
V8W 2B7

Dear Ms. Zacharuk,

RE: FY 2020 Executive Compensation Disclosure – BC Infrastructure Benefits Inc.

Please find attached the Statement of Executive Compensation covering the Fiscal 2020 period for BC Infrastructure Benefits Inc. (BCIB).

As per the Public Sector Executive Compensation Disclosure Guidelines, I, the undersigned, hereby attest the following:

- The compensation information disclosed within this report is accurate and includes all compensation paid by BCIB, foundations, subsidiaries, or any other organization related to or associated with BCIB.
- The compensation paid in 2019/2020 is within the approved compensation plan and complies with these guidelines.

Yours sincerely,



Allan Bruce
Chair, Board of Directors
BC Infrastructure Benefits Inc.

CC: Irene Kerr, President & CEO

**BC Infrastructure Benefits
Statement of Executive Compensation**

Reporting Period: Fiscal Year 2020
(April 1, 2019 – March 31, 2020)

INTRODUCTION

British Columbia Infrastructure Benefits Inc., (“BCIB” or “the corporation”) is a Crown corporation wholly owned by the Province of British Columbia and was established on July 16, 2018, under B.C.’s Business Corporations Act.

BCIB is responsible for mobilizing and growing a diverse, safe and skilled workforce through the implementation of the Community Benefits Agreement (“CBA”). As the employer for workers on select public infrastructure projects, BCIB prioritizes safety and supports British Columbians access to good-paying careers, skills development and apprenticeships.

BCIB is comprised of union and exempt employees. Compensation for employees that are members of the collective bargaining unit, is in accordance with the terms and conditions of the Community Benefits Agreement (CBA) between BCIB and the Allied Infrastructure and Related Construction Council of BC (AIRCC). Corporate employees of BCIB are excluded from the CBA.

CORE PRINCIPLES

BCIB considers the following principles in the design, implementation and administration of its compensation programs:

Performance – Compensation programs support and promote a performance-based organization culture

Differentiation – differentiation of salary is supported where there are differences in the scope of the position within the organization and/or due to superior individual or team contributions

Accountability – Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of funds

Transparency – Compensation programs are designed, managed and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information

COMPENSATION DISCUSSION AND ANALYSIS

In order to achieve business, operational, and service objectives, BCIB relies on the contribution of its employees. The compensation program plays a key role in BCIB’s ability to attract, motivate and retain quality employees.

BCIB's compensation plan has been approved by the Minister of Finance. BCIB has worked closely with PSEC to develop a compensation plan which closely mirrors the public service compensation plan. It reflects the perspective that total compensation includes base salary, benefits, pension, vacation and perquisites.

The compensation plan provides for participation in both the Public Service Pension Plan and the Public Service Benefits Plan. To ensure the compensation plan remains current, BCIB reviews the plan annually.

TOTAL COMPENSATION PHILOSOPHY

BCIB recognizes that a key component of an effective compensation philosophy is the need to maintain a meaningful degree of competitiveness with the relevant external labour market. BCIB must balance public sector and crown corporation equity and relativity with industry-specific comparability given the unique nature of its mandate.

Cash & Non- Cash Compensation

Cash compensation is comprised of base salary, vacation payout and perquisites. BCIB's non-cash compensation is comprised of benefits, pension and vacations.

Benefits: Benefits are based on government standards, and the employer pays coverage for extended health, dental, life insurance and long term disability for managers and excluded employees.

Pension: BCIB provides a joint trustee benefit pension plan which is aligned with other public sector pension plans.

Vacation: BCIB provides between four to six weeks of vacation each year. Unused vacation may be carried forward to the following calendar year.

Perquisites: Vehicle allowance is permitted to the CEO.

Base Salary Management

The classification system mirrors that of the BC public service and the base salary for executive employees fits within one of the following two compensation bands.

Classification	Salary Range
President and Chief Executive Officer (CEO)	\$215,000 - \$295,000
Vice Presidents	\$145,000 - \$195,000

PERFORMANCE EVALUATION

In the case of the CEO, the performance review is conducted by the Board and is based on achievement of agreed upon performance goals, objectives and competencies. The CEO conducts the annual review of the executive leadership team on the same basis. All executive assessments resulting in compensation changes are reviewed with the Board and in accordance with the PSEC guidelines.

BC Infrastructure Benefits

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Irene Kerr, President & CEO	\$ 237,940	-	\$ 13,928	\$ 23,437	\$ 17,694	\$ 292,999	\$ 89,602	
Mario Piscitelli, Vice President, Finance & CFO	\$ 171,183	-	\$ 13,189	\$ 16,862	\$ 1,799	\$ 203,033	\$ 49,668	
Svetislav Plavsic, Vice President, Operations & COO	\$ 171,183	-	\$ 13,189	\$ 16,862	\$ 327	\$ 201,561	\$ 49,668	

Summary Other Compensation Table at 2020

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Irene Kerr, President & CEO	\$ 17,694	-	\$ 10,154	-	\$ 7,540	-	-
Mario Piscitelli, Vice President, Finance & CFO	\$ 1,799	-	\$ 1,799	-	-	-	-
Svetislav Plavsic, Vice President, Operations & COO	\$ 327	-	\$ 327	-	-	-	-

Notes

Irene Kerr, President & CEO	General Note: 1. Ms. Kerr commenced December 3rd, 2018
Mario Piscitelli, Vice President, Finance & CFO	General Note: 2. Mr. Piscitelli commenced January 1st, 2019
Svetislav Plavsic, Vice President, Operations & COO	General Note: 3. Mr. Plavsic commenced January 1st, 2019