



British Columbia  
Securities Commission

May 26, 2021

John Davison, President & CEO  
PSEC Secretariat  
Suite 210 - 880 Douglas Street  
Victoria, B.C.  
V8W 2B7

Dear Mr. Davison,

I confirm that the British Columbia Securities Commission Board is aware of the executive compensation paid in fiscal 2020/21. The compensation being disclosed is accurate and includes all compensation paid by the employer. The compensation paid is within our approved compensation plan and complies with the *B.C. Public Sector Executive Compensation Disclosure Guidelines*.

Yours truly,

A handwritten signature in black ink, appearing to read 'B. Leong', with a stylized flourish at the end.

Brenda M. Leong  
Chair and Chief Executive Officer

## COMPENSATION PHILOSOPHY

Our compensation philosophy reflects the following principles:

- Compensation decisions should be objective
- Compensation should reflect job attributes
- Compensation should reflect performance
- Employees and the public should understand our compensation program

We strive to offer median compensation.

For roles that require securities industry expertise, we benchmark against comparable legal and accounting positions, the securities industry, and other securities regulators. For other roles, we benchmark against competing public sector organizations including the BC Financial Services Authority, other provinces, and against private sector organizations when comparable public sector benchmarks are not available. To remain competitive, we conduct periodic salary surveys and propose adjustments when surveyed position salaries are significantly below the median.

We award performance-based salary increases. We meet with employees to review and formally document their performance, at least annually.

We maintain a comprehensive compensation and performance management policy for employees. We publish our policy for compensating independent commissioners, an annual *Financial Information Act* report, and annual executive compensation disclosure.

**Fiscal 2021 compensation summary - For the Year Ended March 31, 2021**

<b>Executive and Senior Management Compensation</b>	<b>Salary</b>	<b>Holdback/bonus/ Incentive Plan Compensation</b>	<b>Benefits <sup>6</sup></b>	<b>Pension</b>	<b>Other compensation <sup>7</sup></b>	<b>2020/2021 Total Compensation</b>	<b>Previous Two Years Totals Total Compensation 2019/20</b>	<b>Previous Two Years Totals Total Compensation 2018/19</b>
Brenda M. Leong, Chair and Chief Executive Officer <sup>1</sup>	\$ 459,340	-	\$ 13,436	\$ 45,245	\$ 8,983	\$ 527,004	\$ 515,203	\$ 502,848
Gordon Johnson, Vice Chair <sup>2</sup>	\$ 341,308	-	\$ 13,278	\$ 33,619	\$ 5,369	\$ 393,574	\$ 40,580	\$ -
Peter J. Brady, Executive Director <sup>3</sup>	\$ 330,240	-	\$ 13,537	\$ 32,529	\$ 4,108	\$ 380,414	\$ 374,387	\$ 363,963
John Hinze, Director, Corporate Finance <sup>4</sup>	\$ 274,175	-	\$ 12,714	\$ 27,006	\$ 750	\$ 314,645	\$ 305,226	\$ 281,937
Douglas B. Muir, Director, Enforcement <sup>5</sup>	\$ 267,887	-	\$ 10,634	\$ 26,387	\$ 750	\$ 305,658	\$ 297,653	\$ 274,884

**NOTES:**

<sup>1</sup> B. Leong 2% increase effective September 1, 2020 (for the previous performance year September 1, 2019 to August 31, 2020)

<sup>2</sup> G. Johnson - New hire on February 25, 2020, no salary increase this year

<sup>3</sup> P. Brady 2% increase effective April 1, 2020 (for the previous performance year April 1, 2019 to March 31, 2020)

<sup>4</sup> J. Hinze 3.5% increase effective April 1, 2020

<sup>5</sup> D. Muir 3.5% increase effective April 1, 2020

<sup>6</sup> Benefits includes LTD premiums, CPP premiums, Extended health and dental plan premiums, Employment Insurance premiums, WorksafeBC premiums, and Group life insurance premiums.

<sup>7</sup> Other compensation is vehicle transportation allowance and fitness reimbursement