BRITISH COLUMBIA ENERGY REGULATOR

17 June 2026

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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STATEMENT OF EXECUTIVE COMPENSATION 2025/26
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 2026

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2025/2026 Total Compensation	Previous Two Years Totals Total Compensation 2024/2025	2023/2024
Michelle Carr, Commissioner, Chief Executive Officer	$ 271,697	-	$ 13,659	$ 26,762	$ 14,503	$ 326,621	$ 322,046	$ 315,280
Sara Dickinson, Executive Vice President, Safety & Compliance	$ 231,504	-	$ 13,163	$ 23,478	$ 7,311	$ 275,456	$ 271,199	$ 252,801
Sara Gregory, Chief Legal Counsel, Governance & Regulatory Affairs	$ 232,666	-	$ 13,293	$ 22,918	$ 9,431	$ 278,308	$ 267,256	$ 251,341
Peter Robb, Executive Vice President, Resource Management & Stewardship	$ 231,408	-	$ 13,158	$ 22,794	$ 2,251	$ 269,611	$ 265,512	$ 250,259
Dean Skinner, Chief Financial Officer, Executive Vice President, People & Transformation	$ 223,700	-	$ 13,728	$ 22,035	$ 4,745	$ 264,208	$ 240,662	$ 228,751

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Michelle Carr, Commissioner, Chief Executive Officer	$ 14,503	-	-	-	$ 12,000	-	$ 2,503
Sara Dickinson, Executive Vice President, Safety & Compliance	$ 7,311	-	$ 63	-	-	-	$ 7,248
Sara Gregory, Chief Legal Counsel, Governance & Regulatory Affairs	$ 9,431	-	$ 7,555	-	-	-	$ 1,876
Peter Robb, Executive Vice President, Resource Management & Stewardship	$ 2,251	-	-	-	-	-	$ 2,251
Dean Skinner, Chief Financial Officer, Executive Vice President, People & Transformation	$ 4,745	-	$ 2,494	-	-	-	$ 2,251

Notes

Michelle Carr, Commissioner, Chief Executive Officer	**General Note:** This position received a 2% merit based increase per direction from the Board of Directors and in line with PSEC directive, effective July 1, 2025; 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 ($2003); health and wellness account utilization ($500); vehicle allowance
Sara Dickinson, Executive Vice President, Safety & Compliance	**General Note:** This position received a 2% merit based increase effective July 1, 2025, in line with PSEC directive **Other Note:** Payout of vacation entitlement; health and wellness account utilization ($400), 3% location allowance in line with all BCER employees who live in northern BC (6,848)
Sara Gregory, Chief Legal Counsel, Governance & Regulatory Affairs	**General Note:** This position received a 2% merit based increase effective July 1, 2025, in line with PSEC directive **Other Note:** Payout of vacation entitlement; employer paid parking benefit ($1,715); health and wellness account utilization ($125)
Peter Robb, Executive Vice President, Resource Management & Stewardship	**General Note:** This position received a 2% merit based increase effective July 1, 2025, in line with PSEC directive; 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 ($1,751); health and wellness account utilization ($500)
Dean Skinner, Chief Financial Officer, Executive Vice President, People & Transformation	**General Note:** Position received a band aging increase effective April 1, 2025; a 2% merit based increase effective July 1, 2025 in line with PSEC directive; 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:** Payout of vacation entitlement; employer paid parking benefit (1,715); health and wellness account utilization ($500),