



## STATEMENT OF EXECUTIVE COMPENSATION – 2011/2012

### EXECUTIVE COMPENSATION PHILOSOPHY

#### OBJECTIVES

- Establish market appropriate compensation for the Commissioner and all Named Executive Officers (NEOs) in order to recruit and retain talented leadership.
- Ensure that yearly merit increases reflect the individual, divisional and organizational performance of the individual Executive Team members.
- Ongoing review of the Executive Compensation Plan reflects changes within the labour market.

#### PRINCIPLES

- The Board of Directors provides oversight and approves the Executive Compensation Plan. The Executive Compensation plan has been approved by the Public Sector Employer's Council (PSEC).
- The Board (HR and Governance Committee) recommends the salary for the Commissioner based upon the Executive Compensation Plan approved by the PSEC.
- The Commissioner (CEO) determines the salary for all NEOs based upon the framework approved by PSEC.
- Executive Officers do not receive any incentives or bonuses, total compensation includes base salary and benefits.

## 2011/12 COMPENSATION DISCLOSURE

Name and Principal Position	Salary (\$)	Bonus (\$) <sup>i</sup>	Incentive Plan Compensation Paid (\$) <sup>ii</sup>	Benefits (\$)	Pension (\$)	All Other Compensation (\$) <sup>iii</sup>	Total (\$)	Previous 2 Years Totals
Alex Ferguson, Commissioner (iv)	\$75,176.36			\$2,103.76	\$7,678.25	Vacation: \$2,570.13 Car Allowance: \$3,123.90 H&W: \$615.76 Recognition: \$200.00 Auto Taxable: \$7,362.63 Pension Adjustment: \$187.90	\$99,018.69	2009/10 = \$206,623.96 2010/11=\$219,589.34
Paul Jeakins, Commissioner (v)	\$171,094.18			\$8,483.48	\$17,011.54	Vacation: \$9,953.02 Retro Pay: \$2,684.07 Car Allowance: \$2,856.90 Parking Taxable: \$1,400.00 Pension Adjustment: \$434.44	\$213,916.63	2009/10 = \$167,463.71 2010/11=\$190,924.94
Randall Smith, Chief Financial Officer (CFO)	\$166,488.00			\$8,274.01	\$16,389.75	Vacation: \$7,794.97 Retro Pay: \$230.98 H&W: \$1,298.97 Parking Taxable: \$1,400.00 Pension Adjustment: \$416.85	\$202,293.53	2009/10 = \$176,045.49 2010/11=\$198,133.76
Trevor Swan General Counsel & Corporate Secretary (vi)	\$153,419.09			\$8,862.91	\$15,111.19	Vacation: \$15,423.54 Retro Pay: \$1,517.85 H&W: \$1,685.40 Recognition: \$100.00 Pension Adjustment: \$387.31	\$196,507.29	
James O'Hanley, Deputy Commissioner Resource Development	\$149,486.74			\$8,052.33	\$15,322.56	Vacation: \$6,644.45 Retro Pay: \$229.98 Location Allowance: \$3,494.45 Auto Taxable: \$4,082.96 Pension Adjustment: \$390.49	\$190,714.37	2009/10 = \$164,310.78 2010/11=\$184,837.48
Kenneth Paulson, Chief Operating Officer	\$162,158.41			\$6,851.08	\$15,950.38	Retro Pay: \$245.31 H&W: \$105.00 Parking Taxable: \$1,400.00 Pension Adjustment: \$405.99	\$187,116.17	2009/10 = \$124,764.01 2010/11=\$181,263.52

- i. The OGC does not have a Bonus plan associated with any positions.
- ii. The OGC does not have an Incentive plan associated with any positions.
- iii. Amounts in All Other Compensation include Vacation Payout; Retro Pay; Relocation Allowance; Location Allowance; Car Allowance; Health and Wellness; Recognition/Service Awards; Computer Grant; Pension Adjustments; and Parking Fees paid by the employer.
- iv. Alex Ferguson left the Commission in August 2011
- v. Paul Jeakins was appointed Commissioner in October 2011
- vi. Trevor Swan became General Counsel/Corporate Secretary as of April 01, 2011