



May 15, 2020

Christina Zacharuk  
President & CEO  
Public Sector Employers' Council Secretariat  
Suite 210, 880 Douglas Street  
Victoria, B.C. V8W 2B7

**Re: Public Sector Executive Compensation – March 31, 2020**

Dear Ms. Zacharuk,

I am pleased to present the Public Sector Executive Compensation schedule for the B.C. Pavilion Corporation (PavCo) for the Year Ended March 31, 2020.

I confirm that the Board of PavCo is aware of the compensation paid to the Executive for the year ended March 31, 2020. The compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries, or any other organization related to or associated with the employer. It also includes the value of any pre or post-employment payments made during the 12 month period before or after the term of employment. I also confirm that the compensation paid to the Executive was within the approved compensation plan for PavCo.

Sincerely,

B.C. Pavilion Corporation

A handwritten signature in black ink, appearing to read "Ian Aikenhead".

Ian Aikenhead, Q.C.  
Chair – Board of Directors

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**Discussion and Analysis**

B.C. Pavilion Corporation (PavCo) operates BC Place Stadium and Vancouver Convention Centre. PavCo's primary mandate is to increase economic benefit to British Columbia through the operation of the province's premier event facilities: BC Place Stadium and the Vancouver Convention Centre. These world-class venues attract thousands of people every year to our province, providing economic support to our hotel and tourism industries, as well as restaurants and other retail. Further, our venues serve as a gathering place for British Columbians from all walks of life, and visitors from around the world.

Together, BC Place Stadium and the Vancouver Convention Centre provide significant employment and economic benefits to British Columbia and Metro Vancouver. These world-class facilities generated over \$475 million in economic benefit during the fiscal year 2019/20 for the Province.

PavCo's commitment to deliver inspiring and sustainable experiences for its clients, guests and community requires dedicated, qualified, performance focused employees who recognize PavCo as an employer of choice. Our work environment is founded on passion, respect, collaboration, innovation, responsibility, and excellence in everything we do. Our employees are empowered to respond to today's priorities through operational excellence, and to tomorrow's opportunities through service innovation.

PavCo's future success depends on talented, motivated people who understand our customers and our business, have the intuition to make effective decisions, are efficient at executing, and can bring creative new ideas forward for future consideration.

**Objectives of the Compensation Program**

The objectives of PavCo's Total Compensation Strategy are to:

- Competitively attract, motivate, develop and retain passionate customer-focused individuals with the depth of skills, knowledge and competencies required to achieve PavCo's strategic and operational priorities and support the long-term goals of government;
- Inspire and support high performance, accountability and fiscal responsibility;
- Link rewards to organization and individual performance;
- Create a solid relationship with employees that is built on trust, fair treatment, and mutual respect;
- Complement the intrinsic value of our innovative and team-based work environment;

PavCo's Total Compensation Strategy is underpinned by four core principles; performance, differentiation, accountability, and transparency.

PavCo has adopted a hybrid approach to ensuring total compensation is competitive within the guidelines set out by the Public Secretariat Employers' Council ("PSEC"). This approach recognizes two distinct comparator groups, or benchmark categories, reflecting the specific competitive labour markets that compete for PavCo's labour. For the most part, PavCo's competitive practices reflect that of the Public Sector (including B.C. Public Sector organizations and other provincial jurisdictions where appropriate). For a few unique, specialized, and/or hard-to-hire positions, PavCo's competitive practices reflect a blend of Public and Private Sector practices.

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Compensation for the CEO is set by the Board of Directors at market value and approved by the shareholder. Compensation for Executive Officers is determined by the CEO within guidelines including salary ranges and is approved by PSEC, as set out in the Compensation Program.

Form of Compensation

In the fiscal year 2019/20 total Compensation at PavCo consisted of base salary and benefits.

1. Base Salary – PavCo has 12 salary bands below the CEO currently approved by PSEC. Positions are evaluated using a Job Evaluation System and are benchmarked and rated on several different factors that take into account knowledge & skill, effort, responsibility and working conditions. These include areas such as complexity/judgment, education, experience, initiative, physical/mental demands, result of errors, contacts and character/scope of supervision. Base salary adjustments are considered on an annual basis, based on performance, taking into consideration competitive market data, and always dependent on government guidelines, affordability, and the annual salary budget as determined by corporate performance
2. Benefits – PavCo offers a standard benefit package including MSP, Extended Health, Dental, Life Insurance, Short Term and Long Term Disability, Vacation and Pension Plan. Benefits, where applicable, are extended to employees' dependents.

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Name and Position (a)	Salary (b)	Benefits (c)	Pension (d)	All Other Compensation (expanded below)	2019/20 Total Compensation	Previous Year's Totals	
						2018/19	2017/18
Ken Cretney, President & CEO	323,826	19,327	31,897	13,673	388,723	472,952 <sup>1</sup>	372,453
Rehana Din, CFO	229,668	16,022	22,622	2,873	271,186	295,306 <sup>2</sup>	243,407
Craig Lehto, GM, Vancouver Convention Centre	210,755	17,320	20,759	3,049	251,883	274,977 <sup>3</sup>	228,508
Claire Smith VP, Sales/Marketing Vancouver Convention Centre	185,159	16,494	18,234	10,923	230,810	253,986 <sup>4</sup>	219,000
Patricia Jelinski GM, BC Place	198,825	17,113	19,584	7,500	243,023	196,600	-

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<b>2018/19 Compensation Notes</b>	
1. Ken Cretney, President and CEO	Effective October 31, 2018, the past practice of retaining a percentage of an executive salary to be paid as an annual lump sum “holdback” was eliminated for executives of PavCo, as well as other executives in the public sector. The 2018/19 Fiscal Year amount reported two payments made during that Fiscal Year: an amount of \$100,000 related to Fiscal Year 2018 paid in April 2018, and a second amount of \$73,873 paid in February 2019 related to Fiscal Year 2019 in recognition of the period April 1, 2018 to December 31, 2018. The current year’s total compensation returns to levels approximate to prior years, adjusted for wage rate increases.
2. Rehana Din, CFO	Effective October 31, 2018, the past practice of retaining a percentage of an executive salary to be paid as an annual lump sum “holdback” was eliminated for executives of PavCo, as well as other executives in the public sector. The 2018/19 Fiscal Year amount reported two payments made during that Fiscal Year: an amount of \$42,500 related to Fiscal Year 2018 paid in April 2018, and a second amount of \$25,642 paid in December 2018 related to Fiscal Year 2019 in recognition of the period April 1, 2018 to October 31, 2018. The current year’s total compensation returns to levels approximate to prior years, adjusted for wage rate increases.
3. Craig Lehto, GM, Vancouver Convention Centre	Effective October 31, 2018, the past practice of retaining a percentage of an executive salary to be paid as an annual lump sum “holdback” was eliminated for executives of PavCo, as well as other executives in the public sector. The 2018/19 Fiscal Year amount reported two payments made during that Fiscal Year: an amount of \$39,000 related to Fiscal Year 2018 paid in April 2018, and a second amount of \$23,530 paid in December 2018 related to Fiscal Year 2019 in recognition of the period April 1, 2018 to October 31, 2018. The current year’s total compensation returns to levels approximate to prior years, adjusted for wage rate increases.
4. Claire Smith, VP, Sales/Marketing, Vancouver Convention Centre	Effective October 31, 2018, the past practice of retaining a percentage of an executive salary to be paid as an annual lump sum “holdback” was eliminated for executives of PavCo, as well as other executives in the public sector. The 2018/19 Fiscal Year amount reported two payments made during that Fiscal Year: an amount of \$34,300 related to Fiscal Year 2018 paid in April 2018, and a second amount of \$20,008 paid in December 2018 related to Fiscal Year 2019 in recognition of the period April 1, 2018 to October 31, 2018. The current year’s total compensation returns to levels approximate to prior years, adjusted for wage rate increases.

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<b>Summary Other Compensation Table Fiscal Year 2020 *</b>							
Name and Position (a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Ken Cretney, President and CEO	13,673	-	-	-	10,800	2,873	-
Rehana Din, CFO	2,873	-	-	-	-	2,873	-
Craig Lehto, GM, Vancouver Convention Centre	3,049	-	-	-	-	3,049	-
Claire Smith, VP, Sales/Marketing, Vancouver Convention Centre	10,923	-	-	-	8,050	2,873	-
Patricia Jelinski, GM, BC Place	7,500	-	-	-	7,500	-	-

<b>Perquisites &amp; Other Allowance Note</b>	
Ken Cretney, President and CEO	Perquisites relate to parking
Rehana Din, CFO	Perquisites relate to parking.
Craig Lehto, GM, Vancouver Convention Centre	Perquisites relate to parking.
Claire Smith, VP, Sales/Marketing, Vancouver Convention Centre	Perquisites relate to parking.