



June 2, 2022

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

Re: Public Sector Executive Compensation – March 31, 2022

Dear Mr. Davison,

I am pleased to present the Public Sector Executive Compensation schedule for the B.C. Pavilion Corporation (PavCo) for the Year Ended March 31, 2022.

I confirm that the Board of PavCo is aware of the compensation paid to the Executive for the year ended March 31, 2022. 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

Gwendolyn Point
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 pre-pandemic 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 were 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 2021/22 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 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)	2021/22 Total Compensation	Previous Year's Totals	
						2020/21	2019/20
Ken Cretney, President & CEO	323,826	10,110	31,897	13,690	379,523 ¹	369,192 ⁶	388,723
Rehana Din, COO (Interim)	229,755	13,611	22,631	2,388	268,355 ²	251,984 ⁷	271,186
Craig Lehto, GM, Vancouver Convention Centre	210,834	13,611	20,767	3,144	248,356 ³	233,767 ⁸	251,883
Claire Smith VP, Sales/Marketing Vancouver Convention Centre	186,183	13,611	18,339	9,324	227,457 ⁴	215,186 ⁹	230,810
Patricia Jelinski GM, BC Place	106,886	8,660	10,528	3,888	129,962 ⁵	180,321 ¹⁰	243,023

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2021/22 Compensation Notes	
1. Ken Cretney, President and CEO	This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Ken's compensation was reduced by 10% from June 22, 2020 to September 21, 2020. Compensation for Fiscal Year 2022 reflects normalized compensation for the entire Fiscal Year.
2. Rehana Din, COO (Interim)	This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Rehana's compensation was reduced by 10% from June 22, 2020 to January 10, 2021. Compensation for Fiscal Year 2022 reflects normalized compensation for the entire Fiscal Year.
3. Craig Lehto, GM, Vancouver Convention Centre	This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Craig's compensation was reduced by 10% from June 22, 2020 to January 10, 2021. Compensation for Fiscal Year 2022 reflects normalized compensation for the entire Fiscal Year.
4. Claire Smith, VP, Sales/Marketing, Vancouver Convention Centre	This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Claire's compensation was reduced by 10% from June 22, 2020 to January 10, 2021. Compensation for Fiscal Year 2022 reflects normalized compensation for the entire Fiscal Year.
5. Patricia Jelinski, GM, BC Place	This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Patricia resigned her position in October 2021.

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2020/21 Compensation Notes	
6. Ken Cretney, President and CEO	PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Ken's compensation was reduced by 10% from June 22, 2020 to September 21, 2020.
7. Rehana Din, COO (Interim)	PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Rehana's compensation was reduced by 10% from June 22, 2020 to January 10, 2021.
8. Craig Lehto, GM, Vancouver Convention Centre	PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Craig's compensation was reduced by 10% from June 22, 2020 to January 10, 2021.
9. Claire Smith, VP, Sales/Marketing, Vancouver Convention Centre	PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Claire's compensation was reduced by 10% from June 22, 2020 to January 10, 2021.
10. Patricia Jelinski, GM, BC Place	PavCo implemented compensation reductions during Fiscal Year 2021 for executives to support cost saving initiatives arising from the COVID-19 pandemic. Patricia worked reduced hours beginning June 22, 2020 as a result of this initiative and due to personal circumstances, reducing compensation accordingly. Hours and compensation began to increase in August 2020 accordingly (not yet back to 100%).

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Summary Other Compensation Table Fiscal Year 2022 *							
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	13,690	-	-	-	10,800	2,890	-
Rehana Din, COO (Interim)	2,388	-	-	-	-	2,388	-
Craig Lehto, GM, Vancouver Convention Centre	3,144	-	-	-	-	3,144	-
Claire Smith, VP, Sales/Marketing, Vancouver Convention Centre	9,324	-	-	-	8,400	924	-
Patricia Jelinski, GM, BC Place	3,888	-	-	-	3,888	-	-

Perquisites & Other Allowance Note	
Ken Cretney, President and CEO	Perquisites relate to parking
Rehana Din, COO (Interim)	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.