

PURPOSE

As a public sector organization the British Columbia Utilities Commission is required to disclose executive compensation of its CEO and the four highest paid executives who earn \$125,000 or more on an annual basis pursuant to the Public Sector Employers Act, Section 14.8. This document provides information for context to the compensation report enclosed.

COMPENSATION PHILOSOPHY

The Commission's compensation philosophy is to provide a total compensation program which will attract and retain competent and motivated individuals to assist in fulfilling its mission.

The Commission strives to provide total compensation equivalent to the median total compensation provided to comparable positions by relevant comparison employers and from time-to-time, the Commission benchmarks its compensation to the relevant market (i.e. regulatory tribunals, energy and utility companies, public utilities and the general employment market). The Commission's primary competitors for skilled recruits include public and private energy and utility companies, as well as other regulatory boards and commissions.

PERFORMANCE INCENTIVE PLAN

All regular permanent employees of BCUC, except for the Chair/CEO and Commissioners participate in the performance incentive plan. An employee's individual incentive award is based on the employee's salary, employee's annual performance assessment rating for each of his or her personal objectives and competency areas, and total amount of incentive pool available. The typical incentive paid at the Commission, following a performance review, ranges between four to seven percent of the employee's current salary, ten percent being the maximum incentive an employee may receive, and zero being the minimum.

BENEFITS

The Commission participates in the BC Public Service Pension Plan and all employees are covered by the services in this plan which include; group life insurance, medical, extended health and dental and long term disability plans. Supplemental to this, the Commission offers an Air Quality Incentive Program, Wellness Program and Health Spending Account.

All employees are provided with a minimum of four weeks annual vacation. Annual vacation increases occur after the eighth year of employment and range between one to two days a year, reaching a maximum entitlement of 35 days in the 25th year of employment.

Further details regarding the Commission are available in the annual report and our website.

Executive Compensation

Name & Principal Position	Total Salary	Bonus	Pension (Included in All Other Compensation)	Incentive Plan (Included in All Other Compensation)	All Other Compensation ***	Previous 2 Years Totals	Fiscal Year
Len Kelsey * Chair/CEO (Term as Chair/CEO Commenced July 16, 2008)	\$ 180,073.82	N/A N/A N/A	\$17,787.23	N/A N/A N/A	\$ 47,250.49	\$ 227,324.31 \$ 226,450.64 \$ 201,886.09	F11 F10 F09
Doug Chong Director Strategic Services	\$ 127,120.20	N/A N/A N/A	\$ 12,309.00	\$ 10,039.00	\$ 42,335.38	\$ 169,455.58 \$ 157,640.74 \$ 155,000.35	F11 F10 F09
Mark Thomas Director Emerging Technologies & Innovation	\$ 114,437.12	N/A	\$ 10,943.15	\$ 8,775.00	\$ 49,207.09	\$ 163,644.21	F11
Philip Nakoneshny Director Rates & Finance	\$ 132,720.07	N/A N/A N/A	\$ 12,908.79	\$ 9,691.88	\$ 46,579.42	\$ 179,299.49 \$ 175,714.77 \$ 166,551.92	F11 F10 F09
Brian Williston Director Engineering & Energy Markets	\$ 132,720.08	N/A N/A N/A	\$12,908.79	\$10,772.70	\$ 46,387.80	\$ 179,107.88 \$ 175,000.02 \$ 166,981.38	F11 F10 F09

* Total remuneration reported above is for both role as Chair/CEO and Commissioner.

** Len Kelsey's term as Chair/CEO commenced July 16, 2008, prior to his appointment as Chair, Len Kelsey served solely as Commissioner.

*** All Other Compensation includes pension plan contributions, parking costs, professional fees, vacation payouts, performance incentives etc.