

BC Transit

Executive Compensation Disclosure

BC Transit has a mandate to maximize the efficient and cost effective use of resources in the provision of safe, innovative and customer-oriented services to meet present and evolving market demands. BC Transit plan and deliver transit services that meet local land use and growth priorities, while furthering the development of safe, healthy communities and a sustainable environment.

Compensation Philosophy

BC Transit's executive compensation plan is based on comparisons to other crown corporations and other public sector organizations. Positions are evaluated based on market compensation data from salary surveys. Surveys are selected base on compatibility to BC Transit and credibility of the source salary data and the availability of positions closely matching BC Transit's executive positions. Positions are matched on content, not necessarily by job title. Several factors are considered to establish and maintain internal pay equity among employees. These factors include applicable work experience, education, appropriate certifications and performance.

The plan is designed to be flexible to changing market conditions, address recruitment and retention issues and provide a framework to control and manage executive compensation. The BC Transit executive compensation program is designed to meet the following objectives:

Recruitment and Retention

- BC Transit maintains a competitive executive compensation program to enhance recruitment and retention efforts
- Competitive salary levels balanced with an effective and comprehensive benefit and pension package make BC Transit an attractive place to work

Maintaining a Competitive Market Position

- BC Transit participates in annual surveys and analyzes relevant market pay levels and adjusts salary ranges accordingly
- BC Transit has adopted a market reference point of the 50th percentile for executive compensation
- Last executive salary data gathered was in 2006-an executive compensation review is scheduled for the fall of 2008

Performance Based Pay

BCT is reviewing its executive compensation program, and anticipates a movement towards performance based pay to:

- provide increased flexibility to attract and retain qualified employees
- address employee performance assessments
- provide room to accommodate career growth

Determining Executive Compensation

- BC Transit's Board of Directors is responsible for determining executive compensation

BC Transit
PSEC Executive Compensation Reporting
For Fiscal Year: 2007/2008

	Name and Principal Position	Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total (\$)	Previous 2 Years Totals
1	Manuel Achadinha , President & CEO ^{See Note 1}	\$ 17,823.45	\$ -	\$ -	\$ 1,538.16	\$ 2,159.97	\$ 21,521.58	2006 = N/A 2005 = N/A
2	Ron Drolet , Sr VP Customer Service & Corporate Secretary	\$ 158,226.75	\$ -	\$ -	\$ 15,339.70	\$ 8,894.71	\$ 182,461.16	2006 = N/A 2005 = N/A
3	Steve New , Sr VP Municipal Systems Program	\$ 151,626.90	\$ -	\$ -	\$ 14,670.08	\$ 13,004.22	\$ 179,301.20	2006 = N/A 2005 = N/A
4	Tony Sharp , VP Finance & CFO	\$ 135,727.31	\$ 4,000.00	\$ -	\$ 13,078.63	\$ 8,213.46	\$ 161,019.40	2006 = N/A 2005 = N/A
5	Ron Harmer , VP Technical Services	\$ 123,246.59	\$ -	\$ -	\$ 11,818.98	\$ 8,362.92	\$ 143,428.49	2006 = N/A 2005 = N/A

NOTE(S):

¹ M.Achadinha's date of hire with BC Transit (BCT) was March 10, 2008
As part of M.Achadinha's employment contract with BCT, he is eligible for a Retention Bonus amount of \$75,000 payable Jan. 1, 2011 subject to he is still being in the employ of BCT on that date and this payment is considered to be pensionable earnings

COMPENSATION PHILOSOPHY:

The President & CEO's salary and employment terms & conditions are established and approved by the Board. The salary level and increases for the above-noted Sr VPs/VPs were approved by the Board in the absence of a President & CEO, as this position was vacant until recently, when M.Achadinha was hired.