

Executive Compensation Discussion and Analysis

The General Manager, Jay Chambers is the highest ranking corporate officer within the Liquor Distribution Branch (LDB). His compensation package follows the guidelines and philosophy set by Public Service Agency that reports to the Minister of Public Safety and Solicitor General . The compensation scale is within the Assistant Deputy Minister rate. Any salary increases are approved by the Public Service Agency.

The General Manger is accountable and responsible for operating a province-wide beverage alcohol retail and wholesale business, which consist of 199 government liquor stores, 2 distribution centres, and a head office facility, as well as over 1,100 licence retail stores. The LDB has a workforce of approximately 3,500 full-time and part-time employees.

Although, there is no incentive program or bonus programs offered, the general manager is accountable for the financial performance, workplace quality and employee excellence, customer experience, business effectiveness, and public safety and social responsibility for the LDB.

Name and Principal Position	Salary	Bonus	Incentive Plan Compensation Paid	Pension	All Other Compensation	Total	Previous 2 Years Totals
(a)	(\$) (b)	(\$) (c)	(\$) (d)	(\$) (e)	(\$) (f)	(\$) (g)	(h)*
Jay Chambers, General Manager	162,155.63			17,791.60	42,648.65	222,595.88	2007/08=\$222,595.88