

June 17, 2014

Lee Doney, President and Chief Executive Officer Public Sector Employers' Council Secretariat PO Box 9400 STN PROV GOVT Victoria, British Columbia V8W 9V1

Dear Mr. Lee Doney

Re: Public Sector Executive Compensation Reporting Guidelines – Bill 33 2013/14 Statement of Executive Compensation for BC Transit

As requested please find attached a completed copy of the 2013/14 statement of Executive Compensation for BC Transit as set out in the Public Sector Employers Act

Included in this report is a detailed breakdown of all compensation provided to the President and Chief Executive Officer (CEO) and the Named Executive Officers (NEOs) of the organization. They include Manuel Achadinha President and Chief Executive Officer Mike Davis Vice President and Chief Operating Officer (retired). Brian Anderson, Vice President Business Development and Chief Information Officer Michael Kohi, Vice President Finance and Chief Financial Officer (left BC Transit), and Anwar Chaudhry, Vice President Finance and Chief Financial Officer (started in January 2014).

An explanation of BC Transit's executive compensation plan is included along with discussion analysis and philosophy and the Compensation Table detailing the CEO and NEO compensation as outlined in the Public Sector Executive Compensation Reporting Guidelines

As the Chair for BC Transit I confirm that the Board is aware of the executive compensation earned in fiscal year 2013/14 and verify that the compensation provided fails within the approved compensation plans

If you have any questions regarding this statement please contact Leanne Wick Director Human Resources at (250) 995-5724 for clarification on any of the information provided

Sincerely.

Kevin Mahoney, Chair BC Transit Board of Directors

BC Transit Executive Compensation Disclosure 2013/2014

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 meets local land use and growth priorities while furthering the development of safe healthy communities and a sustainable environment. Compensation is an important tool used by BC Transit to attract motivate and retain executives with the requisite skills experience and commitment necessary to achieve the organization's strategic and business goals.

Compensation Philosophy

The goal of BC Transit is to provide a competitive fair and equitable total compensation program for its executives with a focus on pay for performance. Compensation programs are designed to attract, retain and motivate executives while encouraging a results-oriented system where pay is linked to successful performance and the demonstration of leadership behaviors in support of the Corporation's strategic goals and organizational priorities.

The following principles guide executive compensation at BC Transit

- Focus on Business All components of executive compensation programs must be consistent with BC Transit's strategic goals and organizational objectives while reflecting the financial realities and service delivery requirements of the Corporation
- Pay for Performance Performance will be measured annually through the performance goals and management assessment system which is directly linked to the three year business strategy and the annual operating plan through key performance indicators determined by the Board of Directors.
- External Market Competitiveness Executive positions will be compensated at a level comparable to other Crown corporations with similar roles and of similar size and complexity and with consideration given to the broader relevant Canadian market. Pay levels will be set at the 50th percentile of the market, based on regular survey data.
- Internal Equity Salary ranges will be consistent with the relative internal value of each BC Transit executive position. Internal values are determined by an ongoing job evaluation analysis of the responsibilities and accountabilities of positions, and
- Governance The Executive compensation program and structure is approved by the Board of Directors. Annual remuneration for the CEO is governed by the Board and based on the achievement of specified performance objectives and achievements. All other executive compensation is approved by the Board after recommendation by the CEO.

Summary Compensation Table at FISCAL, 2014

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Summary Other Compensation Table at FISCAL, 2014

										Anwar Chaudhry, VP Finance & CFO	Brian Anderson, VP Business Development & CIO	Michael Kohl, VP Finance & CFO	Mike Davis, VP Operations & COO	Manuel Achadinha, President & CEO	Name and Position(a)
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Votes

Mike Davis, VP Operations & COO

Michael Kohl, VP Finance & CFO

Anwar Chaudhry, VP Finance & CFO

Manuel Achadinha, President & CEO

Retired in February 2014

Left BC Transit in June 2013

Joined BC Transit in January 2014. Other: cash in lieu of benefits

Vehicle lease: \$7,607

Buss pass benefit: \$935

Brian Anderson, VP Business Development & CIO