

B.C. Pavilion Corporation
Public Sector Executive Compensation Reporting Form
For the Year Ending March 31, 2008

Summary Compensation Table ⁽¹⁾

Name and Principal Position	Salary (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total (\$)	Previous 2 Years Totals
D. Podmore CEO ⁽²⁾	0	0	0	0	0	The statement of previous years' earnings will be reported prospectively
W. Buckley CEO ⁽³⁾	100,000	0	9,475	17,541	127,016	
J. Harding CFO	138,340	35,640	13,358	11,165	198,503	
B. Maple President-VCEC	130,500	34,020	12,564	10,386	187,470	
H. Crosley GM-BC Place	130,500	34,020	12,564	16,487	193,571	

⁽¹⁾ Compensation amounts are those paid out during the period April 1, 2007 to March 31, 2008

⁽²⁾ D Podmore CEO April – December 2008 – position held with no salary, benefits or other compensation

⁽³⁾ W. Buckley CEO January 2008 onwards

Compensation Discussion and Analysis

PavCo operates the Vancouver Convention & Exhibition Centre (“VCEC”), and BC Place Stadium. VCEC is the Province’s flagship convention centre and BC Place is the largest sporting, and trade and consumer show facility in British Columbia. Both facilities will be major venues for the 2010 Olympic and Paralympic Winter Games.

PavCo has a compensation program that was established in the early 1990s. This includes base salaries, an incentive-based bonus plan in which all employees participate, and employee benefits. Market adjustments were implemented for positions below executive in 2001, and for the executive positions in 2005. Responsibilities and workloads have significantly changed since the 2001 adjustments, including shifting responsibilities from the corporate level to the facilities.

Compensation for the CEO is set by the Board of Directors, and approved by the Minister responsible, based on external market comparisons. Compensation for the other Named Executive Officers is determined by the CEO and Board of Directors within set guidelines.

Objective of the Compensation Program

The objective of the Program is to ensure that PavCo can continue to employ qualified and experienced employees who are compensated fairly in relation to the market, and also to internal positions within the organization.

During Fiscal 2008 PavCo undertook a total marketplace compensation review. Subsequently the Board of Directors approved the establishment by PavCo of new salary band ranges based on a philosophy of setting total compensation levels that are competitive to market. This was approved by PSEC in June 2008.

Form of Compensation

Compensation at PavCo consists of base pay, benefits and an incentive-based bonus plan.

1. Base Pay – PavCo uses a job evaluation system to rank the positions within the organization. Positions are rated on factors that take into account knowledge & skill, effort, responsibility and working conditions and include: complexity/judgment, education, experience, initiative, physical/mental demands, result of errors, contacts, and character and scope of supervision.

An independent consultant assists with the preparation of job position sheets to ensure consistency throughout the organization. The resulting job position sheets are then rated through an evaluation committee.

2. Benefits – PavCo offers a benefit package, comparable to other Provincial government organizations including MSP, Extended Health, Dental, Life Insurance, Short Term and Long Term Disability, Vacation and Pension Plan. Benefits, where applicable, are extended to employee dependents.
3. Incentive Plan – The distribution of incentive payments to employees is at the discretion of the Board of Directors and is not guaranteed each year. The approval and distribution of the plan depends on: 1) the company meeting targets set in the Service Plan for the year and 2) the performance rating of the individual employees. The amount distributed under this plan has been approved by PSEC, and distribution to the individual employees is determined using an approved formula. The maximum amount that that can be distributed to any one employee is 27% of their base pay depending on the performance rating of the corporation and the individual. Performance criteria are set out and agreed to annually.

The CEO's contract provides for payment of incentive compensation of up to \$100,000 per year, and is determined through agreed performance targets. This plan stands alone from the incentive plan for all other employees. Target levels are set between the Board of Directors and the CEO.