

May 28, 2021

Mr. John Davison CEO and President Public Sector Employers Council Secretariat 2nd Floor, 880 Douglas Street Victoria, BC V8W 2B7

Dear Mr. Davison;

Re: 2020/21 Executive Compensation Disclosure

Please find attached the required compensation reports on the President and Chief Executive Officer and the highest ranking corporate executives that make up our submission.

By submitting these reports, I attest the following:

- The Board is aware of the executive compensation paid in the prior fiscal year.
- The compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries, or any other organization related to or associated with the employer. It also includes the value of any pre or post-employment payments made during the 12month period before or after the term of employment.
- The compensation provided was within approved compensation plan.

Sincerely,

Jim Sinclair

Chair, Board of Directors