



## STATEMENT OF EXECUTIVE COMPENSATION – 2012/2013

### EXECUTIVE COMPENSATION PHILOSOPHY

#### OBJECTIVES

- Establish market appropriate compensation for the Commissioner and all Named Executive Officers (NEOs) in order to recruit and retain talented leadership.
- Ensure that yearly merit increases reflect the individual, divisional and organizational performance of the individual Executive Team members.
- Ongoing review of the Executive Compensation Plan reflects changes within the labour market.

#### PRINCIPLES

- The Board of Directors provides oversight and approves the Executive Compensation Plan. The Executive Compensation plan has been approved by the Public Sector Employer's Council (PSEC).
- The Board (HR and Governance Committee) recommends the salary for the Commissioner based upon the Executive Compensation Plan approved by the PSEC.
- The Commissioner (CEO) determines the salary for all NEOs based upon the framework approved by PSEC.
- Executive Officers do not receive any incentives or bonuses, total compensation includes base salary and benefits.
- James O'Hanley's base salary has been restated since 2011/12 Compensation Statement.
- The BC Oil and Gas Commission are in compliance with the Executive Compensation Policy for Crown Corporations of July 2012.

## 2012/13 COMPENSATION DISCLOSURE

Name and Principal Position	Salary (\$)	Bonus (\$) <sup>i</sup>	Incentive Plan Compensation Paid (\$) <sup>ii</sup>	Benefits (\$)	Pension (\$) <sup>iv</sup>	All Other Compensation (\$) <sup>iii</sup>	Total (\$)	Previous 2 Years Totals
<b>Paul Jeakins, Commissioner</b>	<b>\$188, 535.10</b>			<b>\$7, 565.92</b>	<b>\$20, 297.49</b>	<b>Car Allowance: \$6, 942.00 Parking Taxable: \$923.00 Health &amp; Wellness: \$3, 250.00</b>	<b>\$227, 513.51</b>	<b>2010/11=\$190, 924.94 2011/12= \$213, 917.63</b>
<b>Randall Smith, Chief Financial Officer (CFO)</b>	<b>\$170, 414.66</b>			<b>\$7, 412.83</b>	<b>\$18, 601.01</b>	<b>Parking Taxable: \$923.00 Health &amp; Wellness: \$1, 678.63</b>	<b>\$199, 030.13</b>	<b>2010/11=\$198, 133.76 2011/12=\$202, 293.53</b>
<b>Kenneth Paulson, Chief Operating Officer</b>	<b>\$164, 435.18</b>			<b>\$5, 725.39</b>	<b>\$17, 632.55</b>	<b>Parking Taxable: \$923.00 Health &amp; Wellness \$ 187.69</b>	<b>\$188, 903.81</b>	<b>2010/11=\$181, 263.52 2011/12=\$187, 116.17</b>
<b>Trevor Swan General Counsel &amp; Corporate Secretary</b>	<b>163, 331.26</b>			<b>\$7, 012.96</b>	<b>\$17, 850.37</b>	<b>Retroactive Pay: \$3, 311.76 Health &amp; Wellness: \$1, 300.00</b>	<b>\$192,806.35</b>	<b>2010/11=\$0 2011/12=\$196, 507.29</b>
<b>James O’Hanley, Deputy Commissioner, Resource Development</b>	<b>\$157, 050.66</b>			<b>\$6, 833.79</b>	<b>\$16, 806.79</b>	<b>Parking Taxable: \$323.05 Auto Taxable: \$2, 475.38 Health &amp; Wellness: \$ 588.22</b>	<b>\$184,077.89</b>	<b>2010/11=\$184,837.48 2011/12=\$190,714.37<sup>v</sup></b>

- i. The OGC does not have a Bonus plan associated with any positions.
- ii. The OGC does not have an Incentive plan associated with any positions.
- iii. Amounts in All Other Compensation include Vacation Payout; Retroactive Pay; Relocation Allowance; Location Allowance; Car Allowance; Health and Wellness; Recognition/Service Awards; Computer Grant; and Parking Fees paid by the employer.
- iv. Pension amount includes both the Employer Pension contribution amount and the Pension Adjustment amount.
- v. Base Salary for James O’Hanley has been restated since 2011/12.