

Forestry Innovation Investment Ltd.

Executive Compensation Report for 2019/20

Background

Forestry Innovation Investment Ltd. (FII) is a Provincial Crown Corporation with a mandate to improve British Columbia's position as a preferred global supplier of world-class, environmentally friendly forest products. FII achieves this through facilitating and supporting the work that forest industry trade associations undertake in North America, Asia and Europe, and through activities delivered by FII staff in Vancouver and the staff of subsidiary companies in China, India and Vietnam in accordance with strategic plans.

Compensation Philosophy

FII's compensation philosophy embodies performance, differentiation, accountability and transparency, targeting the median level (P₅₀) of a third-party market survey based on comparisons to relevant BC Crown Corporations and industry comparators. FII intends to update market surveys every three to five years. FII uses 85% of the P₅₀ market levels to establish a salary range between the minimum and maximum benchmarked amounts. FII uses its professional assessment in appointing new employees within their salary range. Upward movement through the range is made in compliance with PSEC directives and is based on individual performance. Positions may be under-implemented if required qualifications and experience are lacking and higher qualified candidates are not available. In this case, a comprehensive development plan will be put in place to guide the employee to the required level of performance for the position over an identified period of time.

Performance

FII's compensation program is supported by a performance-based (merit) organizational culture that includes annual individual targets and goals, performance evaluations and an integrated training and development program. Any increases within a salary range are subject to satisfactory performance and are based upon formal annual performance reviews. Corporately, FII reports out on comprehensive performance measures aligned with business objectives and strategies supported by industry stakeholders. FII ensures employees understand their role and responsibilities relative to corporate objectives and goals.

Differentiation

Differentiation of salary is supported where there are variations in the breadth of job requirements within positions at FII. Each position has a detailed job description outlining scope, key responsibility areas and education and experience requirements. Core competencies are identified for each position and are evaluated and recognized in the employee's performance review.

Accountability

FII's compensation decisions are objective and based upon clear and well documented business rationales that demonstrate the appropriate expenditure of public funds. Accountability is also demonstrated through the documentation of evaluating individual performance and individual key performance indicators / performance targets set out annually, as well as an understanding of how individual performance contributes to corporate targets and measures.

Transparency

FII's compensation program is managed and clearly communicated to employees, ensuring understanding of expectations, accountability and publicly reported as required.

Compensation for each position, with the exception of the CEO position as noted below, was derived from independent assessments of benchmark compensation by Western Compensation and Benefits Consultants (WCBC) of comparable positions in other organizations. Benchmarking by WCBC was updated in 2019/20. Benchmarking assessments were updated in China by Mercer Human Resources Consulting in 2015. Compensation for staff in India was benchmarked by Mercer and last updated in 2019.

Elements of Compensation

Compensation for each position includes:

- Base salary;
- Employer contributions to the Canada Pension Plan, Employment Insurance, and Workers Compensation;
- Employer contributions to the Public Service Pension Plan;
- The Employer-paid premiums for extended health and dental care, short- and long-term disability, and group life insurance; and
- Any annual vacation that is not taken and cashed out in a given year;

FII does not provide performance incentives for any position.

Administration

Generally, employees at FII typically start at a salary that is approximately 85 percent of the approved maximum for a position. Movement within the salary range is subject to the principles of FII's compensation philosophy and evaluated through FII's comprehensive performance management and development plans and in accordance with PSEC's annual guidelines for salary increases.

Annual vacation entitlement is identical to the standard in BC government ministries.

From time to time, a position may be created, eliminated or significantly re-specified to reflect changing priorities and sources of funding. Compensation for a significantly revised or new position is based on comparison to other positions within the approved compensation plan to ensure alignment with existing positions.

CEO Compensation

The CEO position is not managed through the benchmarking process. The CEO salary is stipulated by FII's Board Chair and reviewed and approved by PSEC on an annual basis.

Executive Compensation for 2019/20

The government-wide reporting protocol stipulates public disclosure of compensation for "the CEO and the next four highest ranking corporate officers, administrators, corporate administrators, executives or executive officers in charge of the management of a corporation, company, organization or agency and whose base salary was \$125,000 or greater." To be part of the disclosure, a position must also be recognized as part of the decision-making team with significant authority and responsibility for the direction of the organization.

The following table contains that compensation data for 2019/20, based on actual amounts paid to each such employee or paid in respect of the employee's benefits package.

EXECUTIVE COMPENSATION DISCLOSURE

Forestry Innovation Investment Ltd.

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Total Compensation	
							2018/2019	2017/2018
Michael Loeth, CEO	\$ 182,518	-	\$ 9,500	\$ 17,833	-	\$ 209,851	\$ 204,990	\$ 218,433
David Fisher, Vice President, International Marketing	\$ 154,951	-	\$ 3,563	\$ 15,138	\$ 6,865	\$ 180,517	\$ 69,486	
Douglas Greig, CFO & VP, Finance & Administration	\$ 156,132	-	\$ 8,756	\$ 15,250	\$ 16,835	\$ 196,973	\$ 184,016	\$ 182,640
Sonya Zeitler-Fletcher, Vice President, Market Development	\$ 158,318	-	\$ 9,503	\$ 15,446	\$ 6,405	\$ 189,672	\$ 173,700	\$ 172,021

Summary Other Compensation Table at 2019

Name And Position	All Other Compensation	Severance	Vacation payout	Leave payout	Vehicle / Transportation Allowance	Perquisites / other Allowances	Other
Michael Loeth, CEO	-	-	-	-	-	-	-
David Fisher, Vice President, International Marketing	\$ 6,865	-	-	-	-	-	\$ 6,865
Douglas Greig, CFO & VP, Finance & Administration	\$ 16,835	-	\$ 9,020	-	-	-	\$ 7,815
Sonya Zeitler-Fletcher, Vice President, Market Development	\$ 6,405	-	-	-	-	-	\$ 6,405

Notes

Michael Loeth, CEO	
David Fisher, Vice President, International Marketing	Other Note: Includes parking (\$6,015) and health and wellness benefits (\$850)
Douglas Greig, CFO & VP, Finance & Administration	Other Note: Includes parking (\$6,015), CPA Dues (\$950) and health and wellness benefits (\$850)
Sonya Zeitler-Fletcher, Vice President, Market Development	Other Note: includes parking (\$6,015) and health and wellness benefit (\$390)