



June 10, 2025

John Davison
President & CEO
PSEC Secretariat
Suite 210 – 880 Douglas Street
Victoria, BC V8W 2B7

Dear Mr. Davison,

RE: Community Living BC Executive Compensation Reporting – Board Attestation

As per the attached Community Living BC Executive Compensation Report and Compensation Philosophy Statement, the Board is aware of the executive compensation paid in the prior fiscal year.

The disclosed information is accurate and includes all compensation paid by the employer, foundations, subsidiaries, or any other organization related to or associated with the employer. The disclosed information also includes the value of any pre- or post-employment payments made during the twelve (12) month period before or after the term of employment. The Board verifies that the compensation provided was within approved compensation plans and complies with these guidelines.

Sincerely,

A handwritten signature in black ink, reading "Shane Simpson".

Shane Simpson
Chair, CLBC Board of Directors

Encl.



**COMMUNITY LIVING BRITISH COLUMBIA
EXECUTIVE COMPENSATION REPORTING
For the fiscal year ending March 31, 2025**

Community Living BC (CLBC) was established on July 1, 2005 by the Community Living Authority Act with a mandate to provide person-centred supports to adults with developmental disabilities. Today, CLBC funds, administers and monitors services which meet the disability-related needs of two groups of eligible individuals. As of March 31, 2025, this included:

- 25,581 adults who have a developmental disability; and
- 3,690 adults who have fetal alcohol spectrum disorder (FASD) or autism spectrum disorder (ASD), and significant limitations in adaptive functioning.

CLBC funds services through a network of service providers and via individualized funding (directly to families), usually where families manage funds on behalf of their loved ones.

The following support services are provided by CLBC:

- Employment to help people find and keep work;
- Home supports that include supported or shared living and staffed (group) homes;
- Community inclusion to assist people to pursue personal goals, including employment if they desire and are able to work; and
- Flexible individual and family wellness supports.



CLBC's Compensation Philosophy

The purpose of our Compensation Philosophy is to describe the principles that guide CLBC's excluded management compensation programs and decisions in recognition of employees' contributions to CLBC's organizational results. The Compensation Philosophy creates a framework for consistency and brings transparency to how we compensate our employees. CLBC's pay and other compensation programs support our organizational strategy.

Community Living BC believes that our total compensation program is essential for communicating performance expectations, aligning efforts to our strategic plan, and recognizing contributions to the organization's success. Total Compensation includes all cash compensation, including salaries and benefits. All programs will be consistent with government direction.

Performance-based. *CLBC's compensation programs support and promote a performance-based organizational culture. Annual increases will be linked to employee performance and tied to divisional and organization wide results. Outstanding employee performance or team contribution may be differentiated and compensated.*

Differentiation. *Differentiation of salary will be supported when clear differences exist in the scope and responsibility of jobs, employee experience, and expertise. Differentiation of salary will be permitted to assist CLBC's ability to recruit or to compensate employee contributions.*

Accountability. *We will ensure financial management of our compensation programs that are aligned with PSEC guidelines. We will implement programs that are transparent and demonstrate the linkage between organizational success and the value created for the people CLBC serves and our community partners.*

Transparency. *CLBC's compensation programs are designed, administered and communicated in a manner that provides clarity, fairness and consistency, while protecting employee personal information.*

Market-driven. *Our compensation programs will be structured to be competitive. Positions are valued based on market, demand, skills and contributions to the organizational goals. Market comparison groups include:*

- *BC public sector organizations including BC crown corporations, healthcare, and other government organizations where there is evidence of direct competition for the same talent*
- *BC Public Service*
- *Private sector (where applicable) and community services in which we compete for talent.*

We offer fair compensation packages that are aligned with market expectations of annual compensation for each role targeting the market median (50th percentile) of comparable organizations.

Alignment with Business Strategies. *Our compensation programs will be aligned and support CLBC's short and long-term strategies and objectives and appropriately link to our people strategy.*



Internally Equitable. We will provide consistent pay guidelines to ensure that similar jobs are paid at similar levels across the organization. We will allow for flexibility to segment and recognize specialized capabilities and skills, talent supply and heightened demand.

Rewards Mix. Our compensation programs will provide an appropriate balance between cash and non-cash elements to enable competitiveness, along with career development opportunities, work-life balance, and flexibility.

Summary Compensation Table at 2025

| Name and Position | Salary | Holdback/Bonus/ Incentive Plan Compensation | Benefits | Pension | All Other Compensation (expanded below) | 2024/2025 Total Compensation | Previous Two Years Totals Total Compensation | |
|---|------------|---|-----------|-----------|--|------------------------------------|---|------------|
| | | | | | | | 2023/2024 | 2022/2023 |
| Ross Chilton, Chief Executive Officer | \$ 269,781 | - | \$ 17,408 | \$ 26,573 | \$ 13,683 | \$ 327,445 | \$ 310,864 | \$ 255,748 |
| Genevieve Bucher, VP, Governance and Communications | \$ 220,584 | - | \$ 19,631 | \$ 21,728 | \$ 1,724 | \$ 263,667 | | |
| Henry (Chai Cheong) Chen, VP, Finance & Chief Financial Officer | \$ 78,094 | - | \$ 3,828 | \$ 7,692 | \$ 144 | \$ 89,758 | \$ 288,644 | \$ 225,794 |
| Karen Mackay, VP, People and Culture | \$ 224,267 | - | \$ 16,650 | \$ 22,090 | \$ 1,724 | \$ 264,731 | | |
| Huy Nguyen, VP, Finance and Chief Financial Officer | \$ 223,799 | - | \$ 18,394 | \$ 22,044 | \$ 1,724 | \$ 265,961 | | |
| Randall Schmidt, VP, Governance & Communications | \$ 28,356 | - | \$ 2,555 | \$ 2,793 | - | \$ 33,704 | \$ 273,882 | |
| John Stinson, VP, Service Delivery and Innovation | \$ 246,094 | - | \$ 9,376 | \$ 24,240 | - | \$ 279,710 | \$ 286,962 | \$ 221,485 |

Summary Other Compensation Table at 2025

| Name and Position | All Other Compensation | Severance | Vacation Payout | Paid Leave | Vehicle / Transportation Allowance | Perquisites / Other Allowances | Other |
|---|------------------------|-----------|-----------------|------------|------------------------------------|--------------------------------|----------|
| Ross Chilton, Chief Executive Officer | \$ 13,683 | - | - | - | \$ 11,959 | - | \$ 1,724 |
| Genevieve Bucher, VP, Governance and Communications | \$ 1,724 | - | - | - | - | - | \$ 1,724 |
| Henry (Chai Cheong) Chen, VP, Finance & Chief Financial Officer | \$ 144 | - | - | - | - | - | \$ 144 |
| Karen Mackay, VP, People and Culture | \$ 1,724 | - | - | - | - | - | \$ 1,724 |
| Huy Nguyen, VP, Finance and Chief Financial Officer | \$ 1,724 | - | - | - | - | - | \$ 1,724 |
| Randall Schmidt, VP, Governance & Communications | - | - | - | - | - | - | - |
| John Stinson, VP, Service Delivery and Innovation | - | - | - | - | - | - | - |

Notes

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|---|--|
| Ross Chilton, Chief Executive Officer | General Note: <ul style="list-style-type: none">- Ross Chilton received a 3% performance-based salary increase effective April 1, 2024.- Additionally, a Minister-approved 5% performance-based increase was applied effective April 1, 2024. Other Note: <ul style="list-style-type: none">- Parking expenses, which are taxable, are included under 'other benefits'. |
| Genevieve Bucher, VP, Governance and Communications | General Note: <ul style="list-style-type: none">- Genevieve Bucher received a 5% performance-based salary increase effective August 5, 2024.- Genevieve Bucher was hired into the VP Governance & Comms effective February 5, 2024. Other Note: <ul style="list-style-type: none">- Parking expenses, which are taxable, are included under 'other benefits'. |
| Henry (Chai Cheong) Chen, VP, Finance & Chief Financial Officer | General Note: <ul style="list-style-type: none">- Henry Chen received a 5% performance-based salary increase effective April 1, 2024- As Henry Chen retired effective July 26, 2024, his salary reflects earnings for a partial year. Other Note: <ul style="list-style-type: none">- Parking expenses, which are taxable, are included under 'other benefits'. |
| Karen Mackay, VP, People and Culture | General Note: <ul style="list-style-type: none">- Karen Mackay received a 5% performance-based salary increase effective April 1, 2024. Other Note: <ul style="list-style-type: none">- Parking expenses, which are taxable, are included under 'other benefits'. |
| Huy Nguyen, VP, Finance and Chief Financial Officer | General Note: <ul style="list-style-type: none">- Huy Nguyen received a 7% performance-based salary increase effective September 1, 2024.- Huy Nguyen was hired into the VP Finance and CFO effective March 1, 2024. Other Note: <ul style="list-style-type: none">- Parking expenses, which are taxable, are included under 'other benefits' |
| Randall Schmidt, VP, Governance & Communications | General Note: <ul style="list-style-type: none">- Randy Schmidt received a 5% performance-based salary increase effective April 1, 2024.- As Randy Schmidt retired effective May 16, 2024, his salary reflects earnings for a partial year. |
| John Stinson, VP, Service Delivery and Innovation | General Note: <ul style="list-style-type: none">- John Stinson received a 7% performance-based salary increase effective April 1, 2024. |