May 12, 2025

To Whom It May Concern,

Re: **Executive Compensation Disclosure**

This letter is to acknowledge that the BC Games Society Board is aware of the executive compensation paid in the prior fiscal year, as noted in the Executive Compensation Disclosure.

We concur that the disclosed information is accurate and reflects the total compensation paid by the employer. We can also confirm that the compensation provided was within the approved compensation plans and complies with these guidelines.

Sincerely,

Niki Remesz
Chair, Board of Directors

P. 250.387.1375 F. 250.387.4489 | E. info@bcgames.org | 200 - 990 Fort Street | Victoria BC V8V 3K2 | www.bcgames.org

BC GAMES

Compensation Philosophies

The BC Games Society Board of Directors wants to ensure compensation is competitive with the market to support recruitment and retention of employees.

- Number of Executive positions: 1
- Title: President and CEO

The Board will utilize the following guidelines when considering compensation of the society's Executive:

- Compensation includes:
  - Base pay
  - Matching RSP contribution
    - current rate: 8%
- Compensation is:
  - Based on performance
    - Performance is reviewed annually by Board
  - In line with Executive Compensation Guidelines from PSEC and direction from PESC in May 2023 regarding President/CEO increases
  - Within the organization's budget
  - Included in financial reporting to government and audited statements
  - Approved at an in-camera meeting of the Board on annual basis

May 2025

BC Games Society

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
Alison Noble, President and CEO	$ 142,938	-	$ 12,855	$ 11,435	$ 5,498	$ 172,726	$ 161,539	$ 148,053

Summary Other Compensation Table at 2025

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Alison Noble, President and CEO	$ 5,498	-	$ 5,498	-	-	-	-

Notes

Alison Noble, President and CEO	**General Note:** Per Terms of Employment unused vacation to a maximum of 10 days can be paid annually. The Board approved a 3% performance-based salary increase for the President and CEO, effective Feb 1, 2025, with retro pay to Apr 1, 2024.