

BCRC Executive Compensation Disclosure 2023 2024.xls

Name and Principal Position  (a)	Salary	Statutory & Health Benefits	RRSP	All Other Compensation	Previous 3 Years Totals	
	(\$) (b)	(\$) (c)	(\$) (d)	(\$) (e) <sup>(1)</sup>	(\$) (f)	
<b>Gordon Westlake, President &amp; CEO</b>	\$ 187,228	\$ 14,906	\$ 16,851	\$ 14,161	2021/22	\$ 233,146
	\$ 194,400	\$ 14,584	\$ 17,496	\$ 14,449	2022/23	\$ 240,929
	\$ 207,607	\$ 8,506	\$ 18,685	\$ 19,995	2023/24	\$ 254,792
<b>Kevin Steinberg, VP Finance &amp; CFO</b>	\$ 184,691	\$ 14,492	\$ 16,622	\$ 6,960	2021/22	\$ 222,765
	\$ 191,766	\$ 15,883	\$ 17,259	\$ 6,960	2022/23	\$ 230,868
	\$ 204,794	\$ 11,793	\$ 18,431	\$ 12,000	2023/24	\$ 247,018
<b>Jeffrey Chen, VP Operations &amp; Corporate Affairs *</b>	\$ -	\$ -	\$ -	\$ -	2021/22	\$ -
	\$ -	\$ -	\$ -	\$ -	2022/23	\$ -
	\$ 7,308	\$ 732	\$ 658	\$ 650	2023/24	\$ 9,348

\* Employment commenced March 11, 2024

Benefits (c) includes: Statutory Deductions, WCB, Extended Health & Dental Benefits and Medical Services Plan Benefits

<sup>(1)</sup> Breakdown of (e) other Compensation

		Car Allowance	Vehicle Benefit	Vacation (unused) Payout	All Other Compensation (e)
Gord Westlake	2021/22	\$ 6,960	\$ -	\$ 7,201	\$ 14,161
	2022/23	\$ 6,960	\$ -	\$ 7,489	\$ 14,449
	2023/24	\$ 12,000		\$ 7,995	\$ 19,995
Kevin Steinberg	2021/22	\$ 6,960	\$ -	\$ -	\$ 6,960
	2022/23	\$ 6,960	\$ -	\$ -	\$ 6,960
	2023/24	\$ 12,000		\$ -	\$ 12,000
Jeffrey Chen	2021/22	\$ -	\$ -	\$ -	\$ -
	2022/23	\$ -	\$ -	\$ -	\$ -
	2023/24	\$ 650		\$ -	\$ 650