

# EXECUTIVE COMPENSATION DISCLOSURE

## Provincial Health Services Authority

### Summary Compensation Table at 2024

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
David Byres, President & CEO	\$ 394,025	-	\$ 21,783	\$ 36,684	\$ 14,689	\$ 467,181	\$ 429,952	\$ 221,011
Kim Chi, Executive Vice President and Chief Medical Officer, BC Cancer	\$ 458,700	-	\$ 20,426	\$ 45,928	\$ 953	\$ 526,007		
Leanne Heppell, Executive Vice President, BC Emergency Health Services and Chief Ambulance Officer	\$ 320,776	-	\$ 39,614	-	\$ 6,000	\$ 366,390	\$ 348,354	
Scott MacNair, Executive Vice President Business Operations	\$ 316,330	-	\$ 21,839	\$ 29,450	\$ 953	\$ 368,572	\$ 342,115	\$ 340,851
Shannon Malovec, Executive Vice President, Digital Health, Information Services and Innovation	\$ 302,882	-	\$ 21,808	\$ 28,258	-	\$ 352,948	\$ 320,405	
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	\$ 331,302	-	\$ 20,694	-	-	\$ 351,996	\$ 326,343	\$ 342,209
Jason Wong, Chief Medical Officer and B.C.'s Deputy Provincial Health Officer	\$ 381,737	-	\$ 16,325	\$ 35,495	\$ 721	\$ 434,278	\$ 357,087	

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**Summary Other Compensation Table at 2024**

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
David Byres, President & CEO	\$ 14,689	-	-	-	\$ 14,689	-	-
Kim Chi, Executive Vice President and Chief Medical Officer, BC Cancer	\$ 953	-	-	-	-	-	\$ 953
Leanne Heppell, Executive Vice President, BC Emergency Health Services and Chief Ambulance Officer	\$ 6,000	-	-	-	\$ 6,000	-	-
Scott MacNair, Executive Vice President Business Operations	\$ 953	-	-	-	-	-	\$ 953
Shannon Malovec, Executive Vice President, Digital Health, Information Services and Innovation	-	-	-	-	-	-	-
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	-	-	-	-	-	-	-
Jason Wong, Chief Medical Officer and B.C.'s Deputy Provincial Health Officer	\$ 721	-	\$ 721	-	-	-	-

## EXECUTIVE COMPENSATION DISCLOSURE

### Notes

David Byres, President & CEO	<p><b>General Note:</b> Dr. David Byres received a 6.75% performance-based salary increase effective April 1st 2023.</p>
Kim Chi, Executive Vice President and Chief Medical Officer, BC Cancer	<p><b>General Note:</b> Effective November 1st, 2023 Dr. Kim Chi moved into the role of Executive Vice President and Chief Medical Officer, BC Cancer. Included in FY 2023/24 total compensation is pay for Dr. Kim Chi in his previous role as Chief Medical Director and Medical Oncologist during the period of April 1st 2023 to October 31st 2023, in the amounts of: \$226,333 in Actual Base Salary, \$7,355 in Statutory and Health Benefits, \$24,294 in Pension Contributions. As a part of Dr. Chi's previous role, he was provided with a estimated stipend of \$34,615 from April 1st 2023 till October 31st 2023. Seven business days adjustments are included in this compensation as a result of the effective date of Dr. Chi's appointment and the end of the pay period on November 9th, 2023. Estimated stipends in the amount of \$36,923 were paid to Dr. Chi for the period of November 1st 2023 to March 31st 2024. As of November 1st, Dr. Kim Chi's annualized base salary is \$413,698 with an annual stipend of \$160,000. As a result of new organizational priorities, a new position was introduced at the executive leadership team level and therefore this role is now being reported.</p> <p><b>Other Note:</b> \$953 is for employer paid parking.</p>
Leanne Heppell, Executive Vice President, BC Emergency Health Services and Chief Ambulance Officer	<p><b>General Note:</b> Leanne Heppell received a 6.75% performance-based salary increase effective April 1st 2023.</p>
Scott MacNair, Executive Vice President Business Operations	<p><b>General Note:</b> Scott MacNair received a 6.75% performance-based salary increase effective April 1st 2023.</p> <p><b>Other Note:</b> \$953 is for employer paid parking.</p>
Shannon Malovec, Executive Vice President, Digital Health, Information Services and Innovation	<p><b>General Note:</b> Shannon Malovec received a 6.75% performance-based salary increase effective April 1st 2023. As a result of new organizational priorities, a new position was introduced at the executive leadership team level and therefore this role will no longer be reported.</p>
Susan Wannamaker, Executive Vice President, Clinical Service Delivery, PHSA	<p><b>General Note:</b> Susan Wannamaker received a 6.75% performance-based salary increase effective April 1st 2023.</p>
Jason Wong, Chief Medical Officer and B.C.'s Deputy Provincial Health Officer	<p><b>General Note:</b> Effective May 8th, 2023 Dr. Jason Wong moved from the Interim Executive Medical Director, BC Centre for Disease Control role to the Chief Medical Officer and B.C.'s Deputy Provincial Health Officer role. Included in FY 2023/24 total compensation is pay for Dr. Jason Wong in his previous role as Interim Executive Medical Director, BC Centre for Disease Control during the period of April 1st to May 7th 2023, in the amounts of: \$34,385 in Actual Base Salary, \$1,092 in Statutory and Health Benefits, \$3,201 in Pension Contributions, and \$721 in Vacation Payout. Three days adjustments are included in this compensation as a result of the effective date of Dr. Wong's appointment and the end of the pay period on May 11, 2023. Estimated stipends in the amount of \$54,375 were paid to Dr. Jason Wong for the period of May 8th 2023 to March 31st 2024. As of May 8th Dr. Jason Wong's annualized base salary is \$318,189 with an annual stipend of \$58,906. As a result of new organizational priorities, a new position was introduced at the executive leadership team level and therefore this role will no longer be reported.</p>