



PERSONAL AND CONFIDENTIAL

August 15, 2017

Donald J. Wright  
(Hand Delivered)

Dear Don:

This letter confirms your appointment as Deputy Minister to the Premier, Cabinet Secretary and Head of the Public Service, Office of the Premier as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$310,000 per annum and, consistent with our Executive Compensation Plan, a 5% performance holdback will be applied. I will provide you with the criteria for the performance holdback, these criteria forming part of your annual performance plan. The performance holdback is paid at the end of each annual performance review cycle.

The terms and conditions of employment for Deputy Ministers are those established for Category A Order in Council appointments.

As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Further, as an Order in Council appointee, your order may be rescinded at any time resulting in the termination of your appointment. Also, you are subject to the Post Employment Restrictions, a copy of which is attached.

Should you have any questions about these policies or your entitlements, please contact Dawn-Lynn Phillips ([Dawn-Lynn.Phillips@gov.bc.ca](mailto:Dawn-Lynn.Phillips@gov.bc.ca)), HR Executive Support Services Advisor at the BC Public Service Agency.

Once you have signed this letter indicating your acceptance, please scan and email to Dawn-Lynn Phillips.

Congratulations on your appointment. I look forward to working with you.

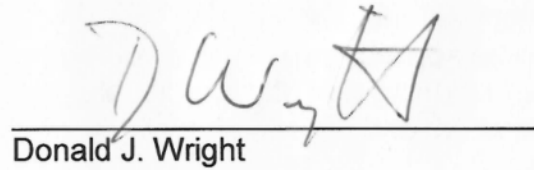
Yours truly,

A handwritten signature in dark ink, appearing to read "John J. Horgan", written over a horizontal line.

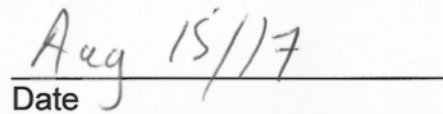
Honourable John Horgan  
Premier of British Columbia

pc: Dawn-Lynn Phillips, BC Public Service Agency

I have read and accept the terms and conditions of this appointment.

A handwritten signature in dark ink, appearing to read "Donald J. Wright", written over a horizontal line.

Donald J. Wright

A handwritten date "Aug 15/17" written over a horizontal line.

Date