

Page 001 to/à Page 002

Withheld pursuant to/removed as

s.13;s.17



PERSONAL AND CONFIDENTIAL

July 27, 2017

Allison Bond
s.22

Dear Allison:

This letter confirms your appointment as Deputy Minister, Ministry of Children and Family Development as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$240,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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 Further, as an Order in Council appointee, your order may be rescinded at any time resulting in the termination of your appointment.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), 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,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Allison Bond

Aug 3/17
Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Stephen Brown
s.22

Dear Stephen:

This letter confirms your appointment as Deputy Minister, Ministry of Health as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$264,000 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.

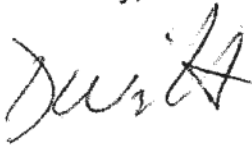
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Once you have signed this letter indicating your acceptance, please scan and email to Dawn-Lynn Phillips.

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

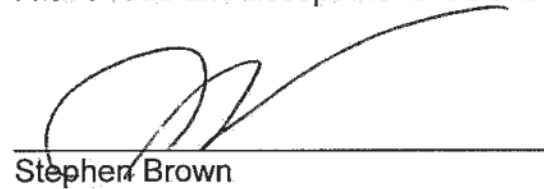
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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


Stephen Brown

Date Aug 3/17

Page 013 to/à Page 014

Withheld pursuant to/removed as

s.13;s.17



PERSONAL AND CONFIDENTIAL

July 27, 2017

Douglas Caul

s.22

Dear Doug:

This letter confirms your appointment as Deputy Minister, Ministry of Indigenous Relations and Reconciliation as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$240,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

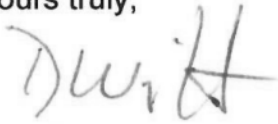
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Once you have signed this letter indicating your acceptance, please scan and email to Dawn-Lynn Phillips.

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

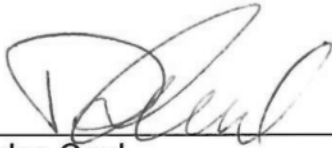
Yours truly,



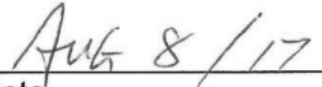
Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Douglas Caul



Date

Page 021 to/à Page 022

Withheld pursuant to/removed as

s.13;s.17



PERSONAL AND CONFIDENTIAL

July 27, 2017

Jacquie Dawes

s.22

Dear Jacquie:

This letter confirms your appointment as Deputy Minister, Ministry Municipal Affairs and Housing as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$240,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

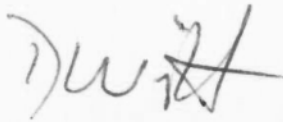
As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Further, as an Order in Council appointee, your order may 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.

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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.

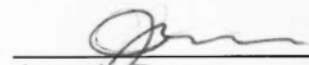
Yours truly,

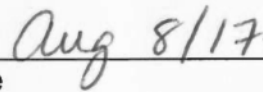


Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Jacquie Dawes

Date

Post Employment Restrictions for Senior Management in the BC Public Service

Definitions

"confidential information" means information that is unavailable to the public;

"outside entity" means a person or entity other than a public sector employer as defined in section I of the *Public Sector Employers Act*;

BEFORE LEAVING PUBLIC SERVICE

- 1 (1) the following are conditions of your employment with the government:
 - (a) you must not allow yourself to be influenced in carrying out your employment responsibilities by prospects for or an offer of
 - (i) employment as an employee of an outside entity; or
 - (ii) remuneration or other reward from an outside entity for doing anything for it in a capacity other than as an employee of the outside entity;
 - (b) you must immediately disclose to the Deputy Minister to the Premier and Head of the BC Public Service Agency
 - (i) any offer described in paragraph (a), if the offer does or could place you in a conflict of interest situation; or
 - (ii) your acceptance of any offer described in paragraph (a).

AFTER LEAVING PUBLIC SERVICE

- 2 (1) The following are conditions of your employment with the government:
 - (a) after your employment ends, you must not disclose confidential information that you obtained through your employment;
 - (b) if you had a substantial involvement in dealings with an outside entity at any time during the year immediately preceding the end of your employment then, for a year after the end of your employment, you must not
 - (i) accept an offer of employment, an appointment to the board of directors or a contract to provide services to that outside entity;
 - (ii) lobby or otherwise make representations for that outside entity to the government; or
 - (iii) give counsel to that outside entity, for its commercial purposes, concerning the programs or policies of any organization or ministry of the government in which you were employed at any time during the year immediately preceding the termination of your employment; or
 - (c) until one year after your employment ends, you
 - (i) must not lobby or otherwise make representations for any outside entity to any ministry or organization of the government in which you were employed at any time during the year immediately preceding the termination of your employment; or
 - (ii) act for an outside entity in connection with any ongoing proceedings, transaction, negotiation or case in which the outside entity and the government are involved
 - (A) if you, during your former employment with the government, acted for or advised the government concerning the proceedings, transaction, negotiation or case; and
 - (B) acting for the outside entity in that connection would result in the receipt by the outside entity of a private or commercial benefit or of any benefit not for general application.

REDUCTION OF ONE-YEAR LIMITATION

The Head of the BC Public Service Agency in consultation with the Deputy Minister to the Premier may reduce the one-year restriction, upon your application, after considering the following:

- (a) the circumstances under which your employment ended;
- (b) your general employment prospects;
- (c) the significance to the government of information you possessed by virtue of your position with the government;
- (d) the desirability of a rapid transfer of your skills to an employer other than the government;
- (e) the degree to which the new employer might gain unfair commercial advantage by hiring you;
- (f) the authority and influence you possessed while employed by the government;
- (g) the disposition of other cases.

Effective October 30, 2009



PERSONAL AND CONFIDENTIAL

July 27, 2017

Rebecca Faye Denlinger

s.22

Dear Becky:

This letter confirms your appointment as Deputy Minister, Emergency Management BC, Ministry of Public Safety and Solicitor General as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$215,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

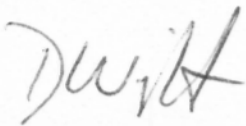
As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Further, as an Order in Council appointee, your order may 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), 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.

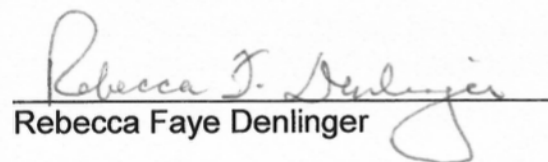
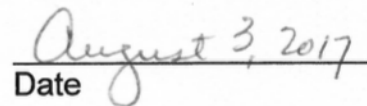
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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


Rebecca Faye Denlinger
Date

Page 035 to/à Page 036

Withheld pursuant to/removed as

s.13;s.17



PERSONAL AND CONFIDENTIAL

July 27, 2017

David Galbraith
s.22

Dear David:

This letter confirms your appointment as Associate Deputy Minister, Treasury Board Secretary, Ministry of Finance as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$210,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

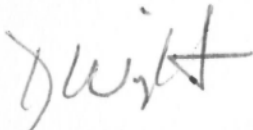
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Should you have any questions about these policies or your entitlements, please contact Dawn-Lynn Phillips (Dawn-Lynn.Phillips@gov.bc.ca), HR Executive Support Services Advisor at the BC Public Service Agency.

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.

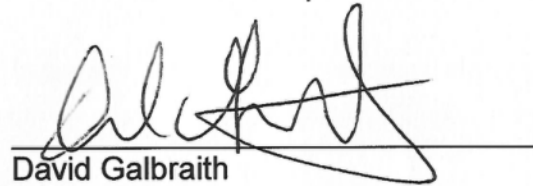
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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


David Galbraith

Aug 3/17
Date



PERSONAL AND CONFIDENTIAL

February 7, 2018

David Galbraith
s.22

Dear David:

This letter confirms your appointment as Deputy Minister, Ministry of Social Development and Poverty Reduction as specified in the appointing Order in Council, effective March 1, 2018.

Your salary will be \$240,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

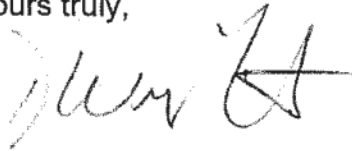
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Once you have signed this letter indicating your acceptance, please scan and email to Dawn-Lynn Phillips.

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

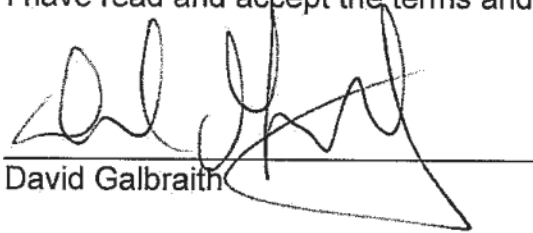
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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


David Galbraith

Feb 9/18
Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Lori Halls

s.22

Dear Lori:

This letter confirms your appointment as Deputy Minister and Head of the BC Public Service Agency, Ministry of Finance as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$223,000 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.

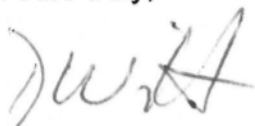
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Once you have signed this letter indicating your acceptance, please scan and email to Dawn-Lynn Phillips.

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

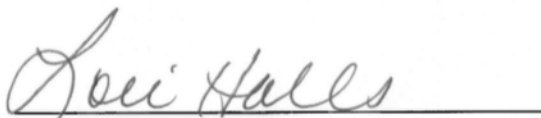
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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


Lori Halls

August 4/2017
Date

PROVINCE OF BRITISH COLUMBIA
ORDER OF THE LIEUTENANT GOVERNOR IN COUNCIL

Order in Council No. 236, Approved and Ordered August 01, 2017


Lieutenant Governor

Executive Council Chambers, Victoria

On the recommendation of the undersigned, the Lieutenant Governor, by and with the advice and consent of the Executive Council, orders that Kimberly Henderson is appointed as a Special Advisor, Office of the Premier, and is to be paid \$1 per year for doing the work of a Special Advisor.


Presiding Member of the Executive Council

(This part is for administrative purposes only and is not part of the Order.)

Authority under which Order is made:

Act and section: Public Service Act, R.S.B.C. 1996, c. 385, s. 15

Other: OIC 210/2017

O10147618

page 1 of 1



PERSONAL AND CONFIDENTIAL

July 27, 2017

Doug Hughes

s.22

Dear Doug:

This letter confirms your appointment as Deputy Minister, Ministry of Mental Health and Addictions as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$215,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

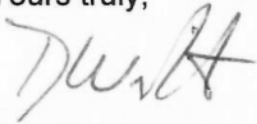
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Congratulations on your appointment. I look forward to working with you.

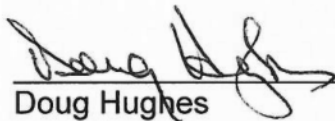
Yours truly,

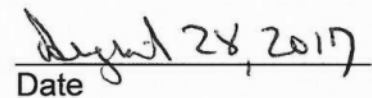


Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Doug Hughes

Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Trevor Hughes

s.22

Dear Trevor:

This letter confirms your appointment as Deputy Minister, Ministry of Labour as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$215,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

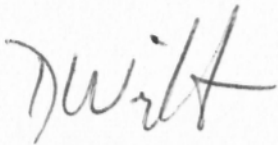
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Once you have signed this letter indicating your acceptance, please scan and email to Dawn-Lynn Phillips.

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

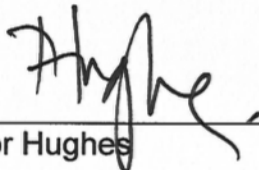
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Trevor Hughes

AUGUST 3/2017.

Date



PERSONAL AND CONFIDENTIAL

August 17, 2017

Christine Kennedy

s.22

Dear Christine:

This letter confirms your appointment as Assistant Deputy Minister, Corporate Initiatives, Office of the Premier, as specified in the appointing Order in Council, effective August 14, 2017.

Your salary will be \$195,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

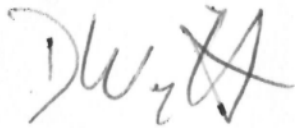
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Once you have signed this letter indicating your acceptance, please scan and email to Dawn-Lynn Phillips.

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


Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Christine Kennedy

August 25, 2017
Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Jill Kot

s.22

Dear Jill:

This letter confirms your appointment as Deputy Minister, Ministry of Citizens' Services as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$215,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

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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.

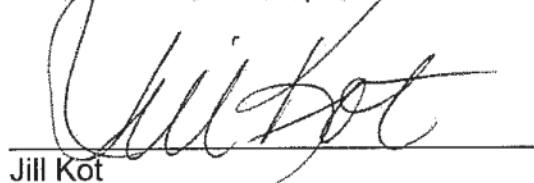
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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


Jill Kot

Aug. 9, 2017.
Date

Page 069 to/à Page 070

Withheld pursuant to/removed as

s.13;s.17



PERSONAL AND CONFIDENTIAL

July 27, 2017

Scott MacDonald

s.22

Dear Scott:

This letter confirms your appointment as Deputy Minister, Ministry of Education as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$240,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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), 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.

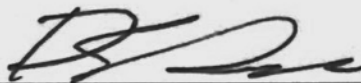
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Scott MacDonald

AUGUST 2, 2017

Date

Page 077 to/à Page 078

Withheld pursuant to/removed as

s.13;s.17



PERSONAL AND CONFIDENTIAL

June 8, 2018

Neilane Mayhew
s.22

Dear Neilane:

This letter confirms your appointment as Deputy Minister, Ministry of Mental Health and Addictions as specified in the appointing Order in Council, effective June 8, 2018.

Your salary will be \$215,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

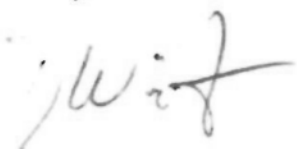
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Should you have any questions about these policies or your entitlements, please contact Dawn-Lynn Phillips (Dawn-Lynn.Phillips@gov.bc.ca), HR Executive Support Services Advisor at the BC Public Service Agency.

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.

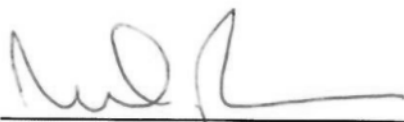
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Neilane Mayhew



Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Fazil Mihlar
s.22

Dear Fazil:

This letter confirms your appointment as Deputy Minister, Ministry of Jobs, Trade and Technology as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$240,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

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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.

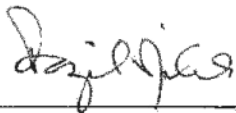
Yours truly,



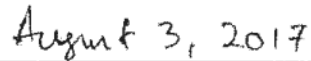
Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Fazil Mihar



Date

Page 089 to/à Page 090

Withheld pursuant to/removed as

s.13;s.17



PERSONAL AND CONFIDENTIAL

July 27, 2017

Bobbi Plecas

s.22

Dear Bobbi:

This letter confirms your appointment as Deputy Minister, Climate Change, Ministry of Environment and Climate Change Strategy as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$215,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

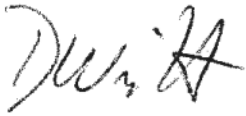
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Should you have any questions about these policies or your entitlements, please contact Dawn-Lynn Phillips (Dawn-Lynn.Phillips@gov.bc.ca), HR Executive Support Services Advisor at the BC Public Service Agency.

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.

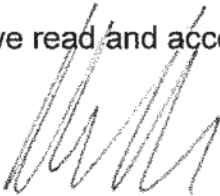
Yours truly,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Bobbi Plecas

August 2, 2017

Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Tim Sheldon
s.22

Dear Tim:

This letter confirms your appointment as Deputy Minister, Ministry of Forests, Lands, Natural Resource Operations and Rural Development as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$240,000 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.

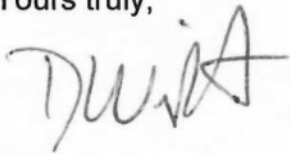
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Should you have any questions about these policies or your entitlements, please contact Dawn-Lynn Phillips (Dawn-Lynn.Phillips@gov.bc.ca), HR Executive Support Services Advisor at the BC Public Service Agency.

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,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Tim Sheldan

17.08.04

Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Wes Shoemaker
s.22

Dear Wes:

This letter confirms your appointment as Deputy Minister, Ministry of Agriculture as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$236,000 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.

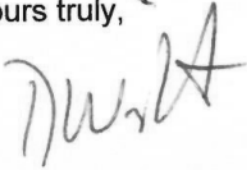
As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Further, as an Order in Council appointee, your order may 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), 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.

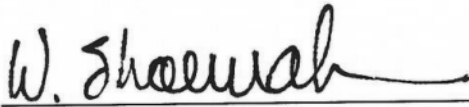
Yours truly,



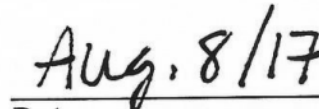
Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Wes Shoemaker



Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Mark Sieben

s.22

Dear Mark:

This letter confirms your appointment as Deputy Minister, Ministry of Public Safety and Solicitor General as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$250,000 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), 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,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

cc: Dawn-Lynn Phillips, BC Public Service Agency

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



Mark Sieben

August 4th 2017
Date

Page 109 to/à Page 110

Withheld pursuant to/removed as

s.13;s.17



PERSONAL AND CONFIDENTIAL

February 7, 2018

Heather Wood

s.22

Dear Heather:

This letter confirms your appointment as Associate Deputy Minister, Treasury Board Secretary, Ministry of Finance as specified in the appointing Order in Council, effective March 1, 2018.

Your salary will be \$195,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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 Associate Deputy Ministers are those established for Category A Order in Council appointments.

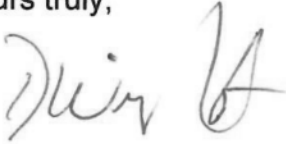
As a public service employee you must conduct yourself in a manner that maintains and enhances the public's trust and confidence in the public service. Please ensure you are familiar with the Standards of Conduct for Public Service Employees. Further, as an Order in Council appointee, your order may 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), 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,



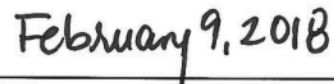
Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Heather Wood



Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Mark Zacharias
s.22

Dear Mark:

This letter confirms your appointment as Deputy Minister, Environment, Ministry of Environment and Climate Change Strategy as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$225,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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), 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,



Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Mark Zacharias

Aug 03/17
Date



PERSONAL AND CONFIDENTIAL

July 27, 2017

Christina Zacharuk
s.22

Dear Christina:

This letter confirms your appointment as Associate Deputy Minister with the title President and Chief Executive Officer, Public Sector Employers' Council, Ministry of Finance as specified in the appointing Order in Council, effective July 18, 2017.

Your salary will be \$204,000 per annum and, consistent with our Executive Compensation Plan, a 10% 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.

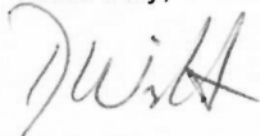
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Should you have any questions about these policies or your entitlements, please contact Dawn-Lynn Phillips (Dawn-Lynn.Phillips@gov.bc.ca), HR Executive Support Services Advisor at the BC Public Service Agency.

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,



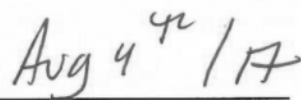
Don Wright
Deputy Minister to the Premier, Cabinet Secretary
And Head of the Public Service

pc: Dawn-Lynn Phillips, BC Public Service Agency

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



Christina Zacharuk



Date

Page 125 to/à Page 126

Withheld pursuant to/removed as

s.22