



marked cabinet confidences in their entirety. Remove French versions if English exists. Final version of documents or last draft if final version is not available.

3. Please provide the total compensation (salary + benefits) paid out to executives for the calendar years 2019, 2020 and 2021. Include a breakdown of the different types of benefits paid out, including any performance or incentive pay received for each year. Please provide ranges if exact amounts cannot be provided. Search through electronic records only, unless relevant records do not exist in that format. Include documents in which cabinet material can be severed, however exclude documents marked cabinet confidences in their entirety. Remove French versions if English exists. Final version of documents or last draft if final version is not available.”

We reached out to internal stakeholders to identify the records that would fall in the scope of your request. The following tables contain the requested information recorded within our database to address the first and second requests:

Request #1

Calendar Year	# of Employees	Total Annual Salary Increases	Comment
2020	1946	6 111 405\$	Employees who received a salary increase at the time of salary administration - June 2020
	385	-	Employees who did not receive a salary increase at the time of salary administration - June 2020
2021	1952	5 384 541\$	Employees who received a salary increase at the time of salary administration - June 2020
	455	-	Employees who did not receive a salary increase at the time of salary administration - June 2020

**No employees received a pay cut during 2020 and 2021*



Request#2

Calendar year	# of Employees	Total Variable Pay
2020	2309	46 544 910 \$
2021	2343	46 681 858 \$

Request#3

The following two tables are can be found within [the Annual Report 2020](#) and [the Annual Report 2021](#), both of which can be found on [bdc.ca](#).

Key management personnel

Key management personnel are defined as those officers having authority and responsibility for planning, directing and controlling the activities of BDC, including members of the Board of Directors. The following table shows the compensation expense of key management personnel.

	2021	2020
Salaries and short-term employee benefits	5,705	6,455
Post-employment benefits	1,277	1,474
Other long-term benefits	1,050	1,269
Total	8,032	9,198

Key management personnel

Key management personnel are defined as those officers having authority and responsibility for planning, directing and controlling the activities of BDC, including members of the Board of Directors. The following table shows the compensation expense of key management personnel.

	2020	2019
Salaries and short-term employee benefits	6,455	5,961
Post-employment benefits	1,474	1,496
Other long-term benefits	1,269	1,596
Total	9,198	9,053

*\$ in thousands



Please be advised that you are entitled to complain to the Information Commissioner concerning the processing of your request within 60 days after the day that you become aware that grounds for a complaint exist. In the event you decide to avail yourself of this right, your notice of complaint should be addressed to:

The Information Commissioner of Canada
Office of the Information Commissioner of Canada
30 Victoria St.
Gatineau (Québec) K1A 1H3
1-800-267-0441 (Toll Free)

Kind regards,

/s/ Matthew Baer

Matthew Baer

Access to Information Office | Bureau d'accès à l'information
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T 514-283-0588

