



74 West Seymour Street
Kamloops, BC V2C 1E2

T 250 828 5500
F 250 828 5631

2940 Virtual Way
Vancouver, BC V5M 0A6

T 604 270 0649
www.bclc.com

VIA EMAIL

July 14, 2022

[applicant information]

Re: Request for Records: BCLC File 22-026

British Columbia Lottery Corporation (BCLC) writes further to your June 25, 2022 request, received by BCLC on June 27, 2022, under B.C.'s *Freedom of Information and Protection of Privacy Act* (FIPPA), BCLC's letter dated June 27, 2022 and email correspondence between us on June 27, 2022.

You requested:

"...the formula(s) that P&C use(s) to determine (BCLC) employees' wages...specifically (for)... employees... hired...in 2021 and 2022."

BCLC has no records responsive to your request.

To assist your understanding of BCLC's response please note that, regardless of what role an employee fills or what time they are hired, there is no specific formula that BCLC uses to determine employee wages. Instead, the practice for all salary recommendations is that the decision of the salary amount offered to a prospective hire is a decision of the employee's hiring Manager, with guidance from the Senior Specialist, People Rewards and Wellness, and must be within BCLC's salary range.

The Senior Specialist provides guidance to the hiring Manager on an appropriate placement in the salary range, based upon the candidate's qualifications, labour market conditions and internal equity (alignment with salaries of other existing members of the same team). Every decision on an employee's wage is made on a case-by-case basis and is based upon all relevant information that is available at the time of review.

This response will be published a minimum of five business days after release at:
<https://corporate.bclc.com/who-we-are/corporate-reports/reports-disclosures.html>

If you have any questions or concerns regarding BCLC's processing of your request, please contact me at ksimcoe@bclc.com, via mail or at (250) 852-5228.

Additionally, under section 52 of FIPPA, you may ask the Information and Privacy Commissioner to review this reply to your request for information. You have 30 business days from the receipt of this notice to request a review by writing to:

Office of the Information and Privacy Commissioner for British Columbia
P.O. Box 9038, Station Provincial Government
Victoria, BC V8W 9A4

T (250) 387-5629 F (250) 387-1696
Email info@oipc.bc.ca Online www.oipc.bc.ca

Sincerely,
[original signed by]

Kevin Simcoe
Senior Freedom of Information Analyst