

May 29, 2026

John Davison
President & CEO
Public Sector Employers' Council Secretariat
Suite 210 – 880 Douglas Street
Victoria, BC
V8W 2B7

Sent via email: John.Davison@gov.bc.ca

Dear Mr. Davison:

Re: Interior Health Authority - Public Sector Executive Compensation Disclosure

Please find the enclosed compensation information for the President and Chief Executive Officer and the next four highest ranking/paid Executives, as per statutory requirements.

I attest that:

- a) As Board Chair of the Interior Health Authority, I am aware of the executive compensation paid to these executives in the fiscal year ending March 31, 2026.
- b) The compensation information being disclosed is accurate and includes all compensation paid by the employer, foundations, subsidiaries or any other organization related to or associated with the Interior Health Authority.
- c) The compensation information being disclosed also includes the value of any pre- or post-employment payments made during the 12-month period before or after the term of employment.
- d) Compensation provided was within approved compensation plans and complies with these guidelines.

Sincerely,



Dr. Rob Halpenny
Chair, Board of Directors
Interior Health Authority

Encls (2): Executive Compensation Disclosure
Interior Health Authority Statement of Executive Compensation Disclosure for Fiscal Year 2025-2026

Interior Health would like to recognize and acknowledge the traditional, ancestral, and unceded territories of the Däkelh Dené, Ktunaxa, Nlaka'pamux, Secwépemc, St'át'imc, syilx, and Tšilhqot'in Nations, where we live, learn, collaborate and work together.

Interior Health Authority

Summary Compensation Table at 2026

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2025/2026 Total Compensation	Previous Two Years Totals Total Compensation	
							2024/2025	2023/2024
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 156,390	-	\$ 15,699	\$ 27,081	\$ 339,917	\$ 539,087	\$ 486,332	\$ 472,607
Sylvia Weir, President & Chief Executive Officer	\$ 337,249	-	\$ 33,266	\$ 32,448	\$ 23,277	\$ 426,240	\$ 356,480	\$ 342,508
Shallen Letwin, VP, HUMAN RESOURCES AND PROFESSIONAL PRACTICE	\$ 221,479	-	\$ 15,303	\$ 21,160	\$ 256,800	\$ 514,742	\$ 368,680	\$ 349,196
Mark Masterson, VP, MEDICINE	\$ 290,944	-	\$ 27,604	\$ 27,836	\$ 21,090	\$ 367,474		
Diane Shendruk, VP, CLINICAL OPERATIONS	\$ 307,632	-	\$ 29,012	\$ 29,946	\$ 26,021	\$ 392,611		
Nicole Elliot, Chief Financial Officer	\$ 223,253	-	\$ 28,013	\$ 21,507	\$ 12,765	\$ 285,538		
Sue Pollock, CHIEF MEDICAL HEALTH OFFICER	\$ 322,548	-	\$ 25,709	\$ 31,480	\$ 32,326	\$ 412,063		

Summary Other Compensation Table at 2026

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	\$ 339,917	-	\$ 41,307	\$ 134,495	\$ 8,000	-	\$ 156,115
Sylvia Weir, President & Chief Executive Officer	\$ 23,277	-	-	\$ 11,277	\$ 12,000	-	-
Shallen Letwin, VP, HUMAN RESOURCES AND PROFESSIONAL PRACTICE	\$ 256,800	\$ 214,883	\$ 29,119	\$ 5,798	\$ 7,000	-	-
Mark Masterson, VP, MEDICINE	\$ 21,090	-	-	\$ 8,050	\$ 12,000	-	\$ 1,040
Diane Shendruk, VP, CLINICAL OPERATIONS	\$ 26,021	-	-	\$ 14,021	\$ 12,000	-	-
Nicole Elliot, Chief Financial Officer	\$ 12,765	-	\$ 774	\$ 7,760	\$ 4,231	-	-
Sue Pollock, CHIEF MEDICAL HEALTH OFFICER	\$ 32,326	-	-	\$ 15,064	-	-	\$ 17,262

Notes

Susan Brown, PRESIDENT & CHIEF EXECUTIVE OFFICER	General Note: General Note: Paid Administrative Leave (\$134495.40). Vehicle Monthly Transportation Allowance (\$8,000). Other Note: Cessation date November 28, 2025 (retirement). Retirement Allowance (\$10,000), Retirement Allowance N (\$123830.74), Sick Payout at Retirement (\$22284.53). Other Note: Sick Payout at Retirement (\$22284.53). Retirement Allowance (\$10,000), Retirement Allowance N (\$123830.74).
Sylvia Weir, President & Chief Executive Officer	General Note: General Note: Paid Leave = 37.5hrs Compensatory Time off (\$7417.55). 22.5 hrs of On-Call in Lieu (\$3859.09). Vehicle Monthly Transportation Allowance (\$12,000). 11 weeks of retirement allowance has been accrued thus far, additional week was accrued during the reporting period. Other Note: Accepted Term Specific Full Time position as President & Chief Executive Officer June 27, 2025, accepted Permanent Full Time position as President & Chief Executive Officer October 10, 2025. Prior position was Chief Financial Officer & VP of Corporate Services. Interior Health provided a 2% performance based increase effective April 1, 2025 for the 2024/2025 performance year, this would have applied to Chief Financial Officer & VP of Corporate Services from April 01, 2025 to June 26, 2025 prior to accepting President & Chief Executive Officer position. Payment will be processed and reported on the 2026/2027 disclosure.
Shallen Letwin, VP, HUMAN RESOURCES AND PROFESSIONAL PRACTICE	General Note: General Note: VP, Human Resources and Professional Practice Office eliminated November 04, 2025, provided 18 months Salary Continuance. Salary Continuance (\$32,468) from November 04, 2025 to cessation date December 14, 2025 included in actual base salary. Benefit coverage and pension contribution remained unchanged during that time. Paid leave = 30.0hrs Compensatory Time off (\$4,638.31). 7.5hrs On-Call Lieu (\$1159.58). Vehicle Monthly Transportation Allowance (\$7,000). Other Note: Cessation date December 14, 2025. Under the Terms & Conditions of Employment for Non-Contract Staff, if an employee is receiving periodic Severance Payments from the Employer and accepts employment with an employer not in the B.C. public sector commencing during the Notice Period, all salary continuance and benefit coverage will cease immediately on the date that the employee accepts the new employment. The employee will be paid a lump sum payment equal to fifty percent (50%) of the Severance Payments the employee would have received during the remainder of the Notice Period. Severance Payment (\$214,883.08).

Mark Masterson, VP, MEDICINE	General Note: General Note: Interior Health provided a 2.0% performance-based increase for Executive Employees effective April 1, 2025 for the 2024/2025 performance year. Payment will be processed and reported on the 2026/2027 disclosure. Paid leave = 30 hrs Compensatory Time off (\$4599.91). 22.5 hrs of On-Call in Lieu (\$3449.93). Vehicle Monthly Transportation Allowance (\$12000.00). 3 weeks retirement allowance has been accrued thus far, no additional time accrued during the reporting period. Other = Member Dues, Royal College of Physicians and Surgeons of Canada (\$1040.33). Other Note: In addition to their executive role, Dr. Masterson is a practicing physician with earnings (\$20409.38) for clinical duties disclosed separately as required by the Financial Information Act. Any payments for physician services under the Medical Services Plan over the course of the fiscal year 2024/2025 will be disclosed by the Medical Services Commission's Financial Statement or Blue Book later in the year. Other Note: Member Dues, Royal College of Physicians and Surgeons of Canada (\$1040.33).
Diane Shendruk, VP, CLINICAL OPERATIONS	General Note: Interior Health provided a 2.0% performance-based increase for Executive Employees effective April 1, 2025 for the 2024/2025 performance year. Payment will be processed and reported on the 2026/2027 disclosure. Paid leave = 36.5hrs Compensatory Time off (\$6020.69). 37.5hrs of On-Call in Lieu (\$6185.63). Vehicle Monthly Transportation Allowance (\$12,000). 3 weeks of retirement allowance has been accrued thus far, additional week was accrued during the reporting period.
Nicole Elliot, Chief Financial Officer	General Note: General Note: Paid leave = 37hrs Compensatory Time off (\$4836.16). 22.5 hrs of On-Call in Lieu (\$2924.18). Vehicle Monthly Transportation Allowance (\$4230.77). 8 weeks retirement allowance has been accrued thus far, one additional week was accrued during reporting period. Other Note: Accepted Term Specific Full Time Chief Financial Officer July 07, 2025. Accepted Chief Financial Officer November 24, 2025. Interior Health provided a 2.5% performance based increase effective April 1, 2025 for the 2024/2025 performance year on Executive Director, Finance rate of pay which was effective April 01, 2025 to July 06, 2025, prior to accepting Chief Financial Officer. Payment will be processed and reported on the 2026/2027 disclosure. Vacation Payout based on previous role of Executive Director, Finance (\$773.88). KMs paid based on previous role of Executive Director, Finance (\$407.38).

Sue Pollock, CHIEF MEDICAL HEALTH OFFICER	General Note: General Note: Paid Leave = 27.5hrs Compensatory Time off (\$4601.30). 30.0hrs of Education leave (\$5216.93). 30.0hrs of On-Call in Lieu (\$5245.59). 7 weeks of retirement allowance has been accrued thus far, one additional week was accrued during reporting period. Other = Membership Dues, College of Physicians and Surgeons of BC (\$1853.67) and Royal College of Physicians and Surgeons of Canada (\$1040.33). Other Note: Accepted Deputy, Chief Medical Health Officer position April 1, 2025. Accepted Chief Medical Health Officer position October 06, 2025. 668.50hrs MOCAP (Medical On-Call Availability Program) (\$13851.32). Retention Premium (\$516.81). Other Note: Other = Membership Dues, College of Physicians and Surgeons of BC (\$1853.67) and Royal College of Physicians and Surgeons of Canada (\$1040.33). 668.50hrs MOCAP (Medical On-Call Availability Program) (\$13851.32). Retention Premium (\$516.81).
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