

Name	[REDACTED]
Position	[REDACTED]
Reports to	[REDACTED]
Service	s.22(3)(d)
Age	[REDACTED]
MDR&T Involvement/Knowledge	
[REDACTED] s.22(3)(d)	
<ul style="list-style-type: none"> • Was made aware directly or indirectly [REDACTED] of [REDACTED] concerns regarding sale and re-branding of MDR&T vehicles and did not determine the necessity for a review or alteration to accepted practices; • Was aware that employees were purchasing vehicles through a wholesale auction where: <ul style="list-style-type: none"> o employees could have advanced knowledge of vehicle details; and o the employee was provided with an option to purchase after the conclusion of the auction process; • Purchased a vehicle through auction process; • Vehicle appropriately branded and not sold. 	
Actions Taken by ICBC	
<ul style="list-style-type: none"> • Terminated for reasons other than cause 	
[REDACTED]	s.17-C



Dear [REDACTED]

Re: Termination of Employment

Further to our meeting of today's date, I confirm that your employment is terminated, without cause, effective immediately.

You will be paid all wages that are owing to you up to and including today's date, including any accrued vacation pay.

Effective immediately, you will be provided with career transition services from the firm, Cec Brown & Associates, in support of your employment search activities. These services will be available to you for a six (6) month period, commencing today. To access these services, please contact Cec Brown at 604.683.2412.

The purpose of this letter is to set out the terms and conditions of your separation from the Corporation.

[REDACTED] you will be provided with a severance package as follows:

1. [REDACTED] the Corporation will continue to pay your current salary, less applicable deductions, for a period of 18 months as compensation in lieu of notice or until you obtain other employment under paragraphs 2 or 3 below. You will not accrue vacation or vacation pay during the notice period.
2. If you obtain comparable employment, including work as an independent contractor, with a public service employer, the salary and benefits continuance will cease upon commencement of your new employment. [REDACTED] If the alternate employment is at a lower salary than your current rate, you will be paid the difference between your current salary and the new compensation for the remainder of your period of salary continuance. You are required to advise the Corporation, in writing, of commencement of alternate employment in the public sector.

s.22(3)(d)



3. If you obtain employment, including work as an independent contractor, in the private sector, your salary and benefits continuance will cease upon commencement of your new employment and you will be paid a lump sum equivalent to 50% of the severance balance owing. You may also elect to be paid the difference between your current salary and the new compensation for the remainder of the period of your salary continuance. You are required to advise the Corporation, in writing, of the commencement of alternate employment in the private sector.
4. [REDACTED] all benefits [REDACTED] will be continued for the period of salary continuance or when you obtain alternate employment, whichever date occurs first, subject to the approval by the carriers for continuation of coverage. [REDACTED] short and long-term disability benefit coverage terminates effective today.
5. The Corporation will continue to make all normal pension contributions on your behalf for the period of salary continuance or until you obtain alternate employment, whichever date occurs first.
6. Upon termination of your fringe benefits, it is your responsibility to obtain appropriate substitute benefits and/or insurance coverage. We encourage you to make arrangements for such matters, as the Corporation cannot accept any liability in relation to the terminated benefits and/or insurance coverage.
7. Your entitlement to any incentive pay for 2008 and 2009 [REDACTED]
8. Your participation in the [REDACTED] will continue in 2008. For 2009, you may elect to put the applicable sum into [REDACTED] or have it paid out as a lump sum payment.

Please ensure that you return to us immediately all Corporation property in your possession, including all keys, files, ID card, and any other property provided to you for business purposes by the Corporation.

Please submit any outstanding expense items for approval and processing by the end of this week.

If you desire, and are not able to remove all your personal effects at this time, we would be pleased to arrange for you to retrieve such items at a mutually convenient time.

s.22(3)(d)



building trust. driving confidence.

[REDACTED]

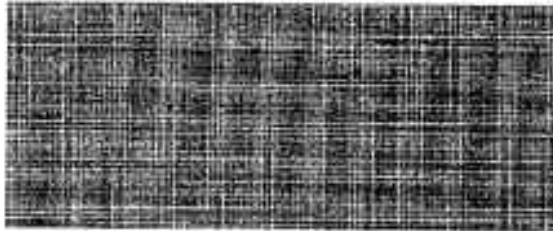


Dear [REDACTED]

Please be advised that until the conclusion of our investigation into the MDR&T matter is completed, [REDACTED]

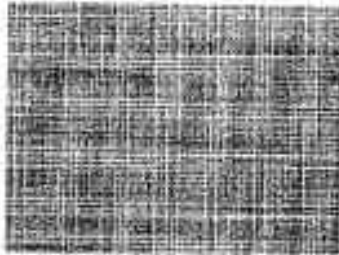
This means your STIP for 2007 and pay raise for 2008 will similarly be held in abeyance during this time.

Yours truly,



s.22(3)(d)

5



Dear [REDACTED]

I am writing in connection with the Corporation's recent investigation into matters involving the Material Damage Research and Training Facility (MDR&T).

This investigation has revealed a number of areas of serious concerns regarding the operation of the facility:

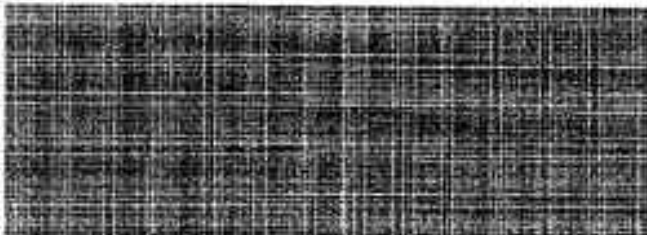
- The process by which vehicles were sold through MDR&T (i.e. a wholesale auction with employees holding a purchase option after the conclusion of the auction process);
- The frequent sale through this process of MDR&T repaired vehicles to ICBC employees, including [REDACTED] and [REDACTED];
- The practice of allowing repaired vehicles at MDR&T to be sold without appropriate declarations regarding previous damage and rebuild status;
- The use of the facility and its employees for non-business purposes.

On [REDACTED] occasions of which we were aware, concerns were brought to your attention regarding the operation of the MDR&T facility. On [REDACTED] occasions, concerns were brought directly to your attention [REDACTED]. On another occasion, concerns raised by [REDACTED] were brought to your attention by [REDACTED]. We are not satisfied that you took appropriate steps in any of these cases to understand the issues at stake, and to ensure that appropriate actions were taken. Given that you had personally purchased a vehicle repaired at MDR&T, you must appreciate the potential ramifications of these failures on your credibility within the Corporation. Your failure in this regard has contributed to a situation which will cause financial and other losses to the Corporation.

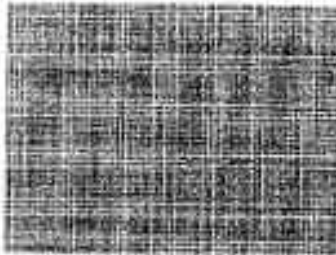
[REDACTED]. You will accordingly not be eligible for a short term incentive payment for 2007 and will not be eligible for a 2008 salary increase.

Yours truly,

INSURANCE CORPORATION OF BRITISH COLUMBIA



s.22(3)(d)



Dear [REDACTED]

I am writing in connection with the Corporation's recent investigation into matters involving the Material Damage Research and Training Facility (MDR&T).

This investigation has revealed a number of areas of serious concerns regarding the operation of the facility:

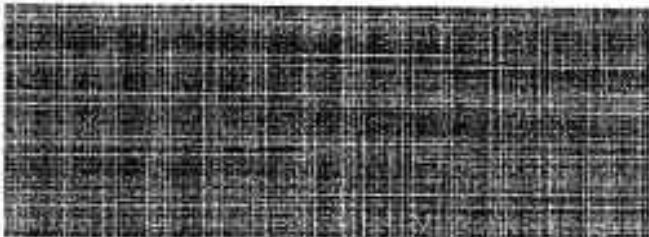
- The process by which vehicles were sold through MDR&T (i.e. a wholesale auction with employees holding a purchase option after the conclusion of the auction process);
- The frequent sale through this process of MDR&T repaired vehicles to ICBC employees, including [REDACTED] and [REDACTED];
- The practice of allowing repaired vehicles at MDR&T to be sold without appropriate declarations regarding previous damage and rebuild status;
- The use of the facility and its employees for non-business purposes.

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[REDACTED] You will accordingly not be eligible for a short term incentive payment for 2007 and will not be eligible for a 2008 salary increase.

Yours truly,

INSURANCE CORPORATION OF BRITISH COLUMBIA



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