



WEBSITE STYLE GUIDE

bci.ca

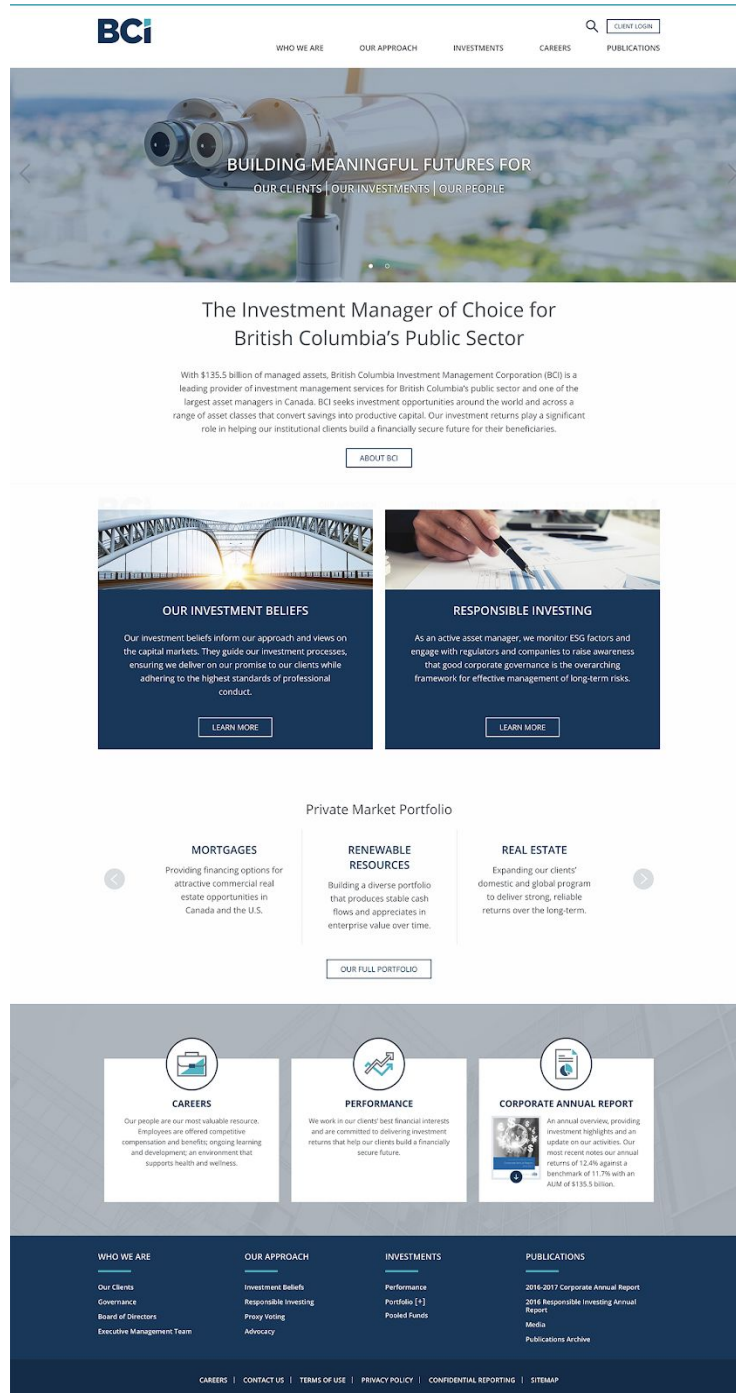
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Page Templates

Homepage

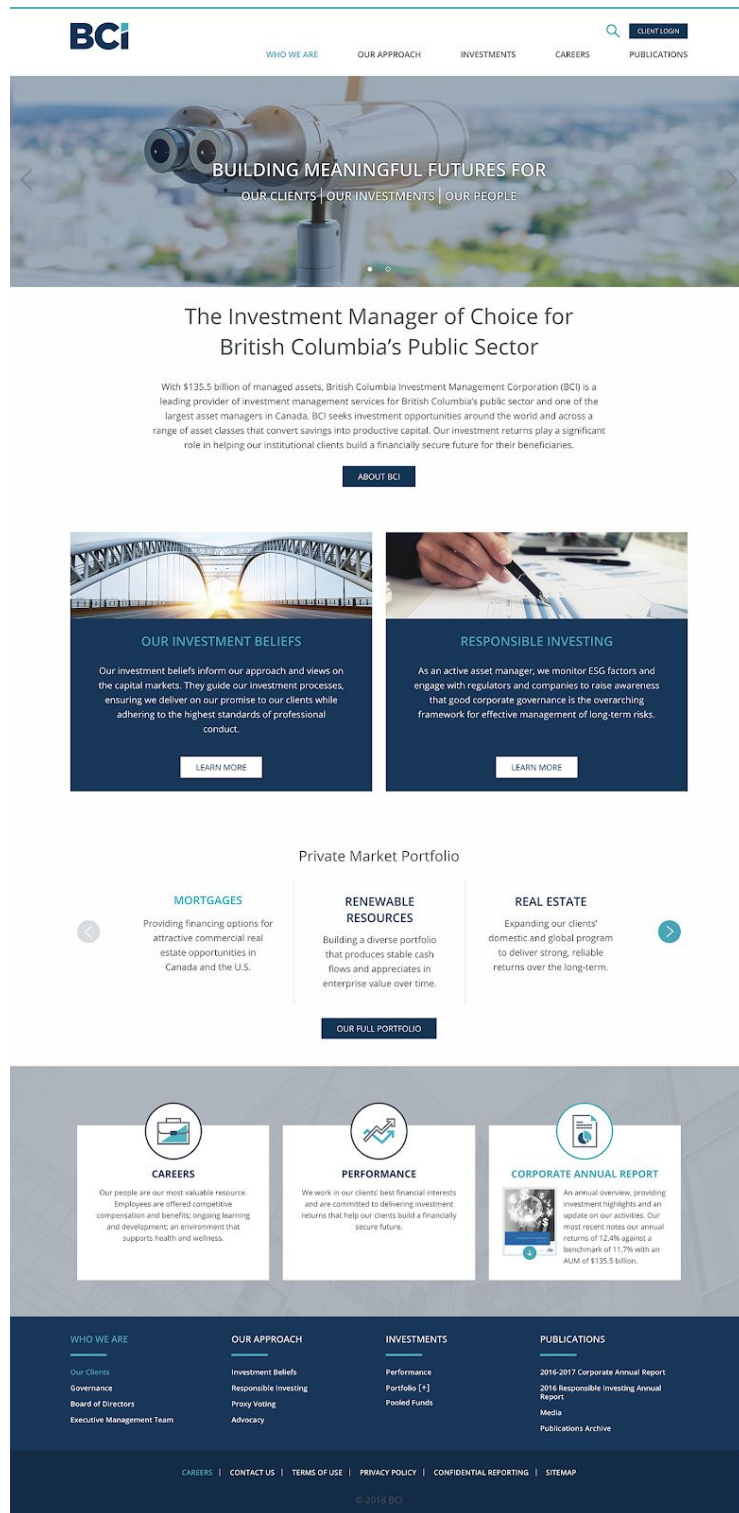


Slider Minimum Image Size
3840px X 1100px

50/50 Minimum Image Size
1328px X 380px

50/50 Character Count
280 characters

Homepage - Hover



Responsible Investing



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A Proud Responsible Investor



As a long-term investor, responsible investing is an essential part of who we are and what we do. It's also important to our clients. Our primary mandate is to grow and protect the value of our clients' funds. Assessing and managing investment risk is an integral part of how we invest our responsibility.

Our clients share our belief that companies that employ robust environmental, social, and governance (ESG) practices are better positioned to generate long-term value than similar companies with less-favourable practices. When investors take ESG matters into account, they can better understand, manage, and mitigate risks associated with long-term investments.

As a long-term investor, BCI brings more than capital to the companies in our portfolios. Responsible investing is integrated into our investment analysis and decision-making processes. Once invested, we're active owners. Our investment outlook, combined with our philosophy of active ownership, allows for the alignment of interests with the companies in which we invest – this alignment is an essential part of responsible investing. We consider good corporate governance to be the over-arching framework for effective company management.

We are guided by our Responsible Investing Principles.



RESPONSIBLE INVESTING OVERVIEW VIDEO

Responsible investing is integral to our investment beliefs. Hear from some of our employees, as they explain the importance of this approach, our principles, and expectations.

[WATCH VIDEO >](#)



BCi'S PRINCIPLES FOR RESPONSIBLE INVESTING

Each of our asset classes are responsible for integrating and embedding responsible investing into their investment processes. Our eight principles guide our approach.

[LEARN MORE](#)

INTEGRATION

We integrate ESG factors into our investment analysis and decision-making processes. These considerations are part of our due diligence and research recommendations, and it extends to our post-investment analysis. As responsible investing evolves, we'll continuously learn from our own practices and experiences.

ESG Integration 

ACTIVE OWNERSHIP

Where appropriate, we use our influence to encourage companies to manage and report on risks and enhance practices. Active ownership provides alignment of our interests through activities such as proxy voting, engagement with publicly traded companies, and board representation on privately-held companies.

ESG Engagement 

Proxy Voting Guidelines 

Proxy Voting Record

ACTIVE PARTICIPATION

With the expectation that our efforts will lead to greater stability and integrity within the markets, we focus on submissions to regulatory bodies, participate in PFI committees, and work with like-minded investors and other organizations to address systemic risks, as well as improve the investment environment for all investors.

Submissions and Comments

Collaborations

PFI Involvement

RESPONSIBLE INVESTING ANNUAL REPORT

An annual overview of our responsible investing activities, demonstrating our ongoing commitment to championing, integrating and advocating for environmental, social, and governance matters.

RESPONSIBLE INVESTING APPROACH OVERVIEW

In this overview, we define what responsible investing means, why it matters to us and our clients, our principles, and our approach across the asset classes.

RESPONSIBLE INVESTING NEWSLETTERS

Throughout the year, we report on our responsible investing activities. Each responsible investing newsletter focuses on either environmental, social, or governance factors.

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50/50 Minimum Image size
1328px X 380px

50/50 Character Count
150 characters

Character Count
302 characters

6

Portfolio Pages - Real Estate



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REAL ESTATE

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Strategic Ownership of Global and Canadian Assets

QuadReal Property Group is a Canadian real estate investment, development and management company operating on a global scale. As a wholly-owned company of BCI, QuadReal manages our clients' real estate investment portfolios. The portfolio spans 23 global cities across 17 countries.

Offering our clients investment opportunities in Canadian and global real estate, the \$18.2 billion portfolio includes a strategic mix of premium assets ranging from office, industrial, multi-residential, retail, to land lease communities.

DOMESTIC FUND PERFORMANCE

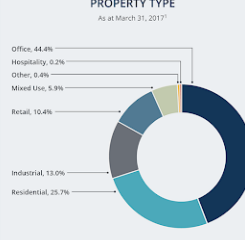
Annualized returns for the periods ended March 31, 2017¹



¹ Performance reflects Canadian-only returns

DOMESTIC REAL ESTATE ASSETS BY PROPERTY TYPE

As at March 31, 2017



¹ Gross assets for the domestic real estate program totalled \$20.7 billion as at March 31, 2017

[REAL ESTATE INVESTMENT INVENTORY \(3\)](#)



QuadReal's mandate is to deliver prudent growth and strong real estate investment returns. Within Canada, QuadReal is an established manager and developer. Globally, the company invests strategically with long-term partners offering local expertise in dynamic global cities such as New York, London, and Hong Kong. QuadReal focuses on high-quality service to tenants and residents, working with best-in-class partners, and building trusted relationships based on a foundation of trust and integrity.

[QUADREAL'S WEBSITE](#)



INVESTMENT PROFILE



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MANAGING RISK

Risk management is integral to our fiduciary role. It's the process in which we identify, evaluate, control, monitor and communicate risks and opportunities.



PERFORMANCE

We work in our clients' best financial interests and are committed to delivering investment returns that help our clients build a financially secure future.



RESPONSIBLE INVESTING

Companies that employ robust environmental, social, and governance (ESG) practices are better positioned to generate long-term value for investors.

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Asset Details Character Count
500 characters

Portfolio Pages - Infrastructure, Private Equity, Renewable Resources

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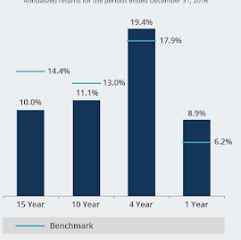
[Home](#) / [Performance](#) / [Portfolio](#) / [Private Equity](#)

Deploying Significant Capital into Privately Held Companies and Funds with High Growth Potential

Established in 2005, our \$7.8 billion well diversified and high performing global portfolio contains privately-held companies through both direct investments and funds. Our activities are driven by our sector focus - we invest in the industrial, healthcare, business services, financial and consumer/retail sectors.

PRIVATE EQUITY PROGRAM PERFORMANCE

Annualized returns for the periods ended December 31, 2016¹

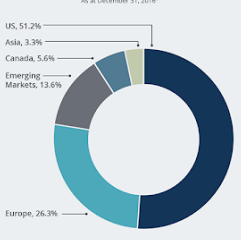


Period	Return
15 Year	10.0%
10 Year	11.1%
4 Year	13.0%
1 Year	6.2%
Benchmark	14.4%

¹ Assets in the private equity program are valued annually at December 31

REGIONAL DISTRIBUTION OF PRIVATE EQUITY PROGRAM

As at December 31, 2016¹



Region	Percentage
US	51.2%
Asia	3.3%
Canada	5.6%
Emerging Markets	13.6%
Europe	26.3%

¹ Assets in the private equity program are valued annually at December 31

[PRIVATE EQUITY INVESTMENT INVENTORY \(P\)](#)

OUR PRIVATE EQUITY PROGRAM

BCi invests in leverage buyout and growth equity opportunities that include market leading companies with tangible downside protection. Portfolio companies have a sustainable competitive advantage, offer value-added products and services, and are led by talented management teams.

We are a direct equity investor and may also invest alongside a strategic general partner with deep sector expertise. Our significant equity investments secure meaningful governance positions, allowing BCi to fulfill our role as an active asset manager in overseeing the strategic direction of each company. Value creation informs our activities and we seek stable cash flows over the duration of the investment holding.



INVESTMENT PROFILE



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MANAGING RISK

Risk management is integral to our fiduciary role. It's the process in which we identify, evaluate, control, monitor and communicate risks and opportunities.



PERFORMANCE

We work in our clients' best financial interests and are committed to delivering investment returns that help our clients build a financially secure future.



RESPONSIBLE INVESTING

Companies that employ robust environmental, social, and governance (ESG) practices are better positioned to generate long-term value for investors.

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Program Details Character Count
700 characters

Portfolio Pages - Mortgages, Public Equities, Fixed Income

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MORTGAGES

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Financing Commercial Real Estate in Canada and the U.S.

BCi actively manages and services our clients' mortgage portfolios. Our approach includes detailed underwriting, credit, and financial analysis of all major tenants, guarantors, and borrowers. Our in-house mortgage servicing operations includes overseeing all payments, discharges, cash flows, insurance expenses and borrower property tax payments.

As a significant lender to the commercial real estate industry, we focus on direct mortgage investments with strong yielding and attractive risk return profiles. The program, with \$2.9 billion, focuses on direct mortgage investments and includes strategic investments with best-in-class real estate owners, developers, and partners. Investments are diversified by loan size, region, and property type with a focus on industrial, office, multi-family residential, and retail.

MORTGAGE PROGRAM PERFORMANCE

Annualized returns for the periods ended March 31, 2017

Period	BCI	Benchmark
2012	5.1%	4.7%
2013	5.0%	4.5%
2014	4.6%	4.3%
2015	4.4%	4.0%
2016	4.2%	3.8%
2017	3.7%	3.5%

MORTGAGE HOLDINGS BY PROPERTY TYPE

As at March 31, 2017

Property Type	Percentage
Residential	56.2%
Office	26.2%
Retail	17.6%
Industrial	4.2%
Farm Land	4.0%
Hospitality	0.8%

[MORTGAGES INVESTMENT INVENTORY](#)

Fixed-Term Mortgage Fund

BCi finances Canadian income-producing commercial and multi-family residential properties through our Fixed-Term Mortgage Fund. The risk factors that are used to evaluate mortgage investments include: location, improvement quality, tenant financial strength, green building features, borrower and covenant's financial strength, loan-to-value level, debt servicing ability, and borrower experience. Mortgage agreements may include additional security provisions such as personal guarantees, corporate guarantees, letters of credit, and the pledging of additional collateral.

[LEARN MORE](#)

Construction Mortgage Fund

BCi finances construction mortgages on Canadian commercial and multi-family residential properties through our Construction Mortgage Fund. The risk factors that are evaluated include: location, structure quality, pre-leasing/pre-sales, green building features, borrower and covenant's financial strength, loan-to-value level, debt servicing ability, and borrower experience. Mortgage agreements may include additional security provisions such as personal guarantees, corporate guarantees, letters of credit, and the pledging of additional collateral.

[LEARN MORE](#)

Mezzanine Mortgage Fund

BCi finances higher-risk fixed-term and/or construction mortgages on Canadian commercial and multi-family residential properties through our Mezzanine Fund. The risk factors that are evaluated include those listed for the Fixed-Term and Construction Funds. Mezzanine mortgages may provide a high loan-to-value or specialized sources of financing. In exchange for the higher levels of risk associated with mortgages of this nature, the Mezzanine Fund requires additional compensation and/or additional security provisions. As such, mortgage terms and security may vary based on the unique circumstances of the investments.

[LEARN MORE](#)

U.S. Mortgage Opportunity Fund

BCi finances U.S. income-producing commercial and multi-family residential properties through our U.S. Mortgage Opportunity Fund. The risk factors that are used to evaluate mortgage investments include: location, improvement quality, tenant financial strength, green building features, borrower and guarantor's financial strength, loan-to-value level, debt servicing ability, and borrower experience. Mortgage agreements may include additional security provisions such as personal guarantees, corporate guarantees, letters of credit, and the pledging of additional collateral.

[LEARN MORE](#)

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MANAGING RISK

Risk management is integral to BCI's strategy. In the process in which we identify, evaluate, control, monitor and communicate risks and opportunities.

PERFORMANCE

We work in our clients' best financial interests and are committed to delivering investment returns that help our clients build a financially secure future.

RESPONSIBLE INVESTING

Our clients that manage assets across environmental, social, and governance (ESG) practices are better positioned to generate long-term value for investors.

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Our Clients

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CLIENT PROFILE
As at March 31, 2017¹

Client Type	Percentage
Pension Plans	84.4%
Government Bodies	13.1%
Public Trusts	2.0%
Sinking & Government Operating Funds	0.5%

¹ Percentages based on net assets

BCi makes investment decisions that secure the financial futures of our clients' pension plan members, representing more than 568,000 people in British Columbia, and the insurance and benefit funds for over 2.3 million workers. This is a role that we take very seriously. We focus on understanding our clients' different investment needs – whether managing pension funds on behalf of trustees, growing capital reserves for insurance funds, or generating income for trust funds.

We are committed to providing professional fund management for all asset classes, exercising the highest standards of prudence and fiduciary responsibility. We deliver to our clients the highest return for a given level of risk, at a reasonable cost, while recognizing our responsibility to the broader society through our environmental, social, and governance (ESG) related activities.

Our investment activities are based on the best financial interests of our clients, and we are accountable to our clients for investment returns. Our clients are not mandated to use BCI and have voluntarily chosen to use us as their investment manager.

Each client establishes the investment framework and sets the performance targets for their fund. They determine the asset allocation framework and the diversification of the portfolio. Some plans take greater market and liquidity risk to strengthen long-term returns.

Pension Plans

We provide investment services to 11 public sector pension plans. This is our largest client group and makes up the majority of the assets (approximately 84.4 per cent¹) we manage. BCI is the fourth largest pension fund manager in Canada and the work that we do goes a long way to securing the pensions of more than 568,000 plan members. Our largest pension plan clients include:

The **Municipal Pension Plan** has over 309,000 active, inactive and retired members in BC. Members come from a variety of sectors across the province, including health, municipalities and school districts. The plan is the sixth-largest defined benefit pension plan in Canada.

The **Public Service Pension Plan** serves over 119,000 active, inactive and retired members in BC's public sector. The plan is the seventh-largest defined benefit pension plan in Canada.

The **Teachers' Pension Plan** has almost 94,000 active, inactive and retired members from all school districts across BC. The plan is the ninth-largest defined benefit pension plan in Canada.

The **College Pension Plan** includes over 25,400 active, inactive and retired members from most of the publicly funded post-secondary institutions in BC.

The **BC Hydro Pension Plan** is a single-employer plan that serves eligible employees for BC Hydro. The plan has over 13,000 members.

The **WorkSafeBC Pension Plan** is a single-employer plan that serves eligible employees of WorkSafeBC. The plan has over 5,200 active, inactive and retired members.

¹ as per our 2016-2017 Corporate Annual Report [\[9\]](#)

Government Bodies

Government bodies account for 13.1 per cent² of our managed assets. Government bodies typically have very short-term investment horizons. We manage these assets in accordance with their investment horizons and minimal market risk.

² as per our 2016-2017 Corporate Annual Report [\[9\]](#)

Public Trusts

Publicly administered trust funds comprise 2.3 per cent² of our managed assets. Our publicly-administered trust fund clients have a range of return expectations. Some emphasize capital protection, while others give importance to short-term performance or liquidity. Investment decisions are customized to suit the needs and payment obligations of each client.

² as per our 2016-2017 Corporate Annual Report [\[9\]](#)

Sinking & Government Operating Funds

These funds encompass accounts from various government ministries and are covered by a Memorandum of Understanding with the Province. They primarily hold fixed income securities.

BOARD OF DIRECTORS

Our Board is committed to high governance standards in the oversight of our operations and accountability to clients. The Board consists of seven directors and is independent of management.

INVESTMENT BELIEFS

Our investment beliefs provide a clear and transparent structure for how we work to achieve our clients' investment goals.

OUR HISTORY

BCi has invested for the public sector since the eighties, originally working as part of the provincial government, the Inogen operators under the Public Sector Pension Plans Act in 2000.

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Executive Management



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Executive Management Team

The executive management team sets the overall direction of our corporation, aligned with our clients' investment needs and expectations. This involves developing the strategic business plan, preparing the budget, and determining the corporate priorities. Our team provides leadership to staff, oversees operations, coordinates resources, and approves certain policies and procedures. All of this is done to ensure that we generate long-term wealth for our clients, and that we protect the value of their funds.



GORDON J. FYFE
Chief Executive Officer /
Chief Investment Officer



DEAN ATKINS
Senior Vice President,
Mortgage & Real Estate
Investments



STEFAN DUNATOV
Senior Vice President,
Investment Strategy &
Risk



DANIEL GARANT
Senior Vice President,
Public Markets



NORINE HALE
Senior Vice President,
Human Resources



SHAUNA LUKAITIS
Chief Operating Officer



**MICHELLE
OSTERMANN**
Senior Vice President,
Consulting & Client
Services



JIM PITTMAN
Senior Vice President,
Private Equity



LINCOLN WEBB
Senior Vice President,
Infrastructure &
Renewable Resources



BOARD OF DIRECTORS
Our Board is committed to high governance standards in the oversight of our operations and accountability to clients. The Board consists of seven directors and is independent of management.



OUR PORTFOLIO
We manage \$135.5 billion on behalf of our clients. Our global, diversified portfolio spans the asset classes.



CORPORATE ANNUAL REPORT
An annual overview, providing investment highlights and an update on our activities. Our most recent notes our annual returns of 12.4% against a benchmark of 11.7% with an AUM of \$135.5 billion.

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Profile Page



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Gordon J. Fyfe

CHIEF EXECUTIVE OFFICER / CHIEF INVESTMENT OFFICER

Gordon J. Fyfe is the chief executive officer and chief investment officer of British Columbia Investment Management Corporation (BCI). BCI is the fourth largest fund manager in Canada and manages more than \$135 billion on behalf of British Columbia's public sector.

Gordon has a strong and extensive investment background with more than 30 years in the investment and finance industry. Prior to joining BCI in July 2014, he served as the president and chief executive officer of the Public Sector Pension Investment Board (PSPiB) in Montreal, Canada for 11 years. Gordon started his career with J.P. Morgan in New York and London, and then moved to senior executive positions at TAL Global Asset Management and Caisse de dépôt et placement du Québec, both large Canadian institutional investors.

Gordon holds a degree in Commerce from the University of British Columbia and an MBA from INSEAD, France.

[VIEW EXECUTIVE MANAGEMENT TEAM](#)



GOVERNANCE FRAMEWORK

BCI operates under a dual accountability model as set out in the *Public Sector Pension Plans Act*; we are responsible to our clients and the BCI Board of Directors.



PERFORMANCE

We work in our clients' best financial interests and are committed to delivering investment returns that help our clients build a financially secure future.



OUR INVESTMENT BELIEFS

Our investment beliefs provide a clear and transparent structure for how we work to achieve our clients' investment goals.

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Profile Image Minimum Size
672px X 790px

Note: Thumbnails will automatically be created from the main profile image.

Proxy Voting

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Proxy Voting

Voting is an important shareholder right. As an active owner, we consider informed voting an important component of our commitment to engagement. It fosters good corporate governance and accountability.

We advocate for improvements to enhance company performance and shareholder value. This is consistent with our fiduciary duty to our clients and we vote all proxies on their behalf.

PROXY VOTING GUIDELINES

These guidelines set out our main beliefs on governance, as well as common proposals on environmental and social risk. This document also outlines how we intend to vote on certain issues.

PROXY VOTING RECORD

Select any of the following criteria in order to search our proxy voting records.

PROXY VOTING: COMPANY SEARCH

Alphabetical Company Name Selection

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ENTER COMPANY NAME

TICKER

MEETING DATE

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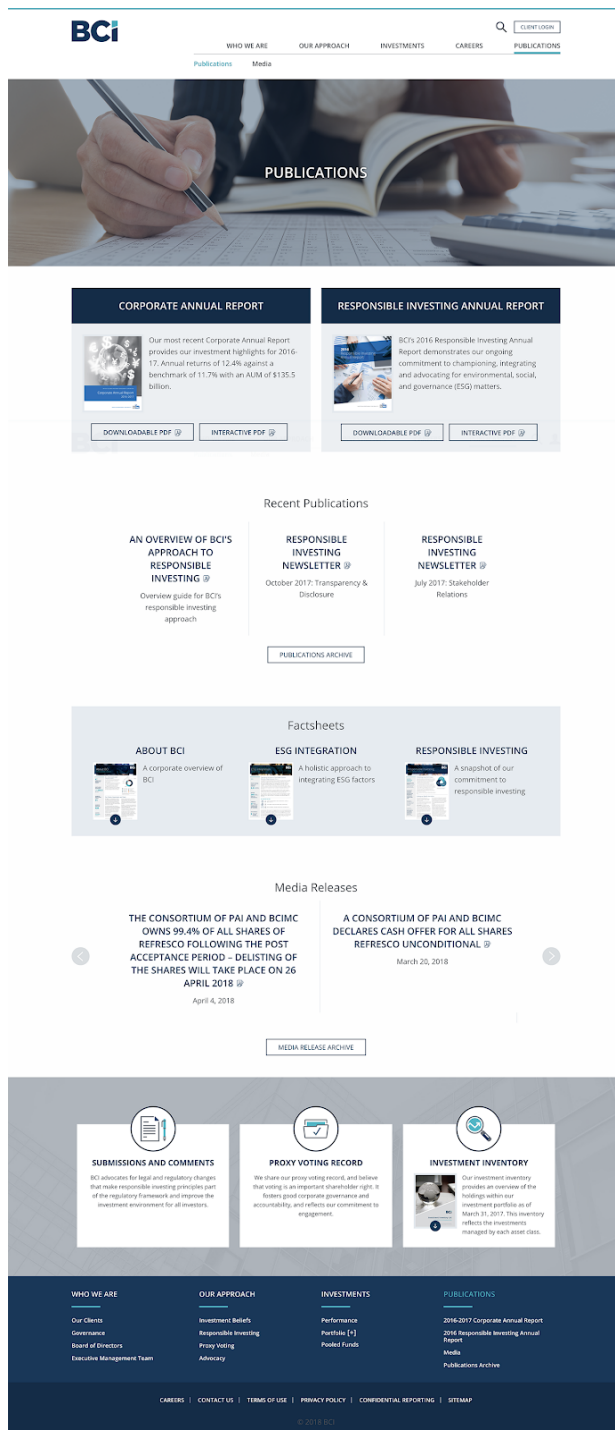
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Proxy Voting Description
Character Count
 190 characters

Publications



50/50 Character Count
232 characters

Publication Thumbnail Image
Minimum Size
320px X 414px

Fact Sheet Character Count
130 characters

Fact Sheet Thumbnail Image
Minimum Size
320px X 414px

Publications Archive



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CORPORATE ANNUAL REPORTS
CLOSE [-]

Corporate Annual Report ⓘ
2016-2017

Corporate Annual Report ⓘ
2015-2016

Corporate Annual Report ⓘ
2014-2015

RESPONSIBLE INVESTING ANNUAL REPORTS
VIEW [+]

RESPONSIBLE INVESTING NEWSLETTERS
VIEW [+]

POOLED FUND STATEMENTS
VIEW [+]

POOLED FUND PERFORMANCE
VIEW [+]



SUBMISSIONS AND COMMENTS

BCi advocates for legal and regulatory changes that make responsible investing principles part of the regulatory framework and improve the investment environment for all investors.



PROXY VOTING RECORD

We share our proxy voting record, and believe that voting is an important shareholder right. It fosters good corporate governance and accountability, and reflects our commitment to engagement.



INVESTMENT INVENTORY

Our investment inventory provides an overview of the holdings within our investment portfolio as of March 31, 2017. This inventory reflects the investments managed by each asset class.



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Governance
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Executive Management Team

OUR APPROACH
Investment Beliefs
Responsible Investing
Proxy Voting
Advocacy

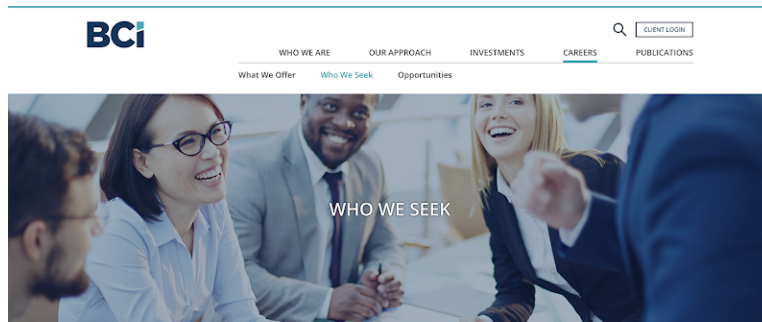
INVESTMENTS
Performance
Portfolio [+]
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Who We Seek



The Right Fit for a Future with BCI

We're looking for highly-motivated individuals who work well in a team; adapt to change; bring fresh ideas to the table; and understand their role in fulfilling our mandate. BCI employees are approachable, respectful, and results-driven people who come from all over the world. If that sounds like you, then you'll fit right in at BCI. You'll have pride in your team here, knowing that you're surrounded by people who are experts in their field. They chose to be a part of BCI because we are anchored by our values – accountability, transparency, integrity, and team cohesiveness – and because of our commitment to our clients and their futures.

A Wide Range of Expertise

While we do rely on highly-skilled investment professionals, we also look to experts in a broad range of other areas to put our strategies into action.



OPERATIONAL/TECHNICAL PROFESSIONALS

Our core professionals are dotted across the corporation in far-ranging roles in a variety of areas such as: communication, investment accounting, IT, legal, tax, and trade operations. Experts in their chosen field, they each bring something to the table. Their resumes vary as much as the roles offered, though they do have some common attributes: many have a professional certification or designation, a wealth of experience in their area, and may have investment industry experience as well.

**Experienced Professional
Character Count**
525 characters



STUDENTS AND INTERNS

We are an avid supporter of co-operative education. As the University of Victoria's 2017 Co-op Employer of the Year, BCI believes that the future of our corporation lies with the next generation.

[DETAILS](#)


ALL CURRENT OPENINGS

We are always looking for qualified individuals to join our team. We offer competitive compensation and benefits, ongoing career development, and an environment that supports health and wellness.

[CAREER OPPORTUNITIES](#)


WHO WE ARE

We provide investment management services to British Columbia's public sector, generating the investment returns that help our clients build a financially secure future.



EMPLOYEE CODE OF CONDUCT

The Code explains the standard of behaviour expected of employees in their performance and dealings with others. It sets out guiding principles and standards of conduct.



PORTFOLIO OVERVIEW

We manage \$135.5 billion on behalf of our clients. Our global, diversified portfolio spans the asset classes.

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What We Offer



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Be a Part of BCI

It's an exciting time to work at BCI. We're one of the largest institutional investors in Canada, managing more than \$135.5 billion* – and we're growing. As we gear up to manage more than \$200 billion – implementing new strategies and processes – we're motivated by our clients. We invest on behalf of the public sector, and our activities directly impact over 569,000 pension plan members and 2.3 million workers in our province. Everyday, with them in mind, we strive to be the best in the world at what we do.

Here at BCI, we know that our people are our most valuable resource. Employees are offered competitive compensation and benefits; ongoing learning and career development; an environment that supports health and wellness; and the chance to contribute to BCI's significant growth and transformation.

* as per our 2016-2017 Corporate Annual Report

A Place to Develop



BCI attracts people who are experts in their field. Each person brings a wealth of knowledge and experience – but career development doesn't stop when they walk through our doors. One of our core investment beliefs is that "skill matters," and we put an emphasis on continuous learning. After all, our clients rely on our team's expertise to achieve their investment objectives. BCI encourages, supports, and facilitates ongoing training and development, so that you can excel in your chosen profession.

A Career with Purpose

Our activities help build financially secure futures for our public sector clients. We aim to consistently go above and beyond their expectations, and are guided by our mission. Our clients are at the core of everything we do, and we are committed to building meaningful futures for them. It's a unique work environment; we're not your average asset manager. BCI is a results-driven, fast-paced corporation with a global reach – and it's a place you can make a difference with fulfilling work.



[LOCATION AND CULTURE](#)

Meet Our Team



We foster diversity of thought, backgrounds, and strengths – which we believe plays a critical role in our success. BCI employees are committed, high-calibre, passionate people who come from an array of professions from all over the world. They live our values – accountability, transparency, integrity, and team cohesiveness – each and every day. Our ability to fulfil our mandate is directly linked to our highly-skilled staff. Their talent and experience enable us to deliver.

Connect Internationally

While our roots are planted firmly in Victoria, the capital city of British Columbia – we have a significant presence in the global capital markets. We invest around the world, and across the asset classes. Looking ahead, as we continue our transformation into an active, in-house asset manager who uses sophisticated investment strategies, our international footprint will only grow. At BCI, you'll have plenty of challenges and opportunities. It's the nature of this industry – it's competitive and ever-changing. And we wouldn't have it any other way.



[CAREER OPPORTUNITIES](#)



OUR APPROACH

We are an active, in-house asset manager that uses sophisticated investment strategies and tools. Our mandate is to grow and protect the long-term value of our clients' funds.



PORTFOLIO

We manage \$135.5 billion on behalf of our clients. Our global, diversified portfolio spans the asset classes.



EMPLOYEE CODE OF CONDUCT

The Code explains the standard of behaviour expected of employees in their performance and dealings with others. It sets out guiding principles and standards of conduct.

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Minimum Image Size
824px X 384px

Character Count
520 characters

Opportunities



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OPPORTUNITIES

The BCI Advantage

Join one of Canada's largest institutional investors within the global capital markets. Based in Victoria, BCI invests on behalf of British Columbia's public sector. Our activities help finance the retirement benefits of 569,000 plan members, as well as the insurance and benefit funds that cover over 2.3 million workers.

We offer a professional, fast-paced work environment; the chance to contribute to BCI's significant growth and direction; competitive compensation and benefits; ongoing career development opportunities; and an environment that supports health and wellness.



Our IT Recruitment Focus

We are looking for experts in the field of information technology. As we continue our transformation into an active, in-house asset manager with sophisticated strategies, we increasingly look to our world-class IT professionals. With our new model, we require best-in-class technology and architecture with supporting applications and processes that are aligned with industry best practices. We encourage innovative and forward-thinking IT professionals to apply for one of our exciting opportunities. If you don't see one that looks right for you, keep in mind that we're growing. You can create "alerts" to be notified of future postings.



All Current Openings

Take the next step in your career at BCI.

If you are a qualified individual who would like to join our talented team, we invite you to apply.

[CAREER OPPORTUNITIES](#)




WHO WE ARE

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OUR APPROACH

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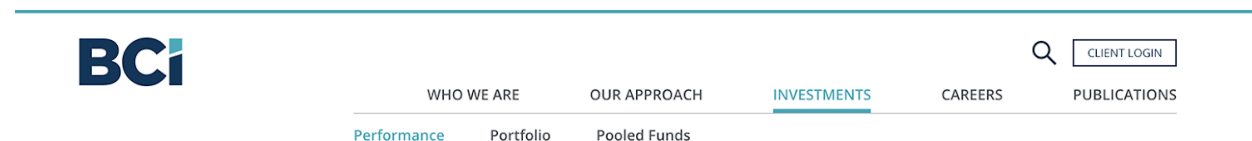
Design Elements

Top Navigation/Header

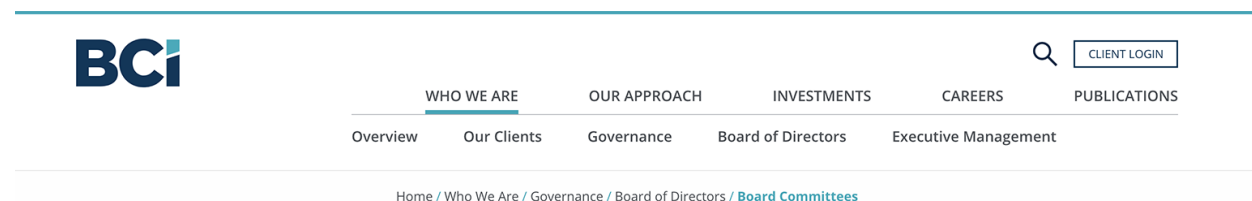
Fixed Header/Navigation



Sub-Navigation



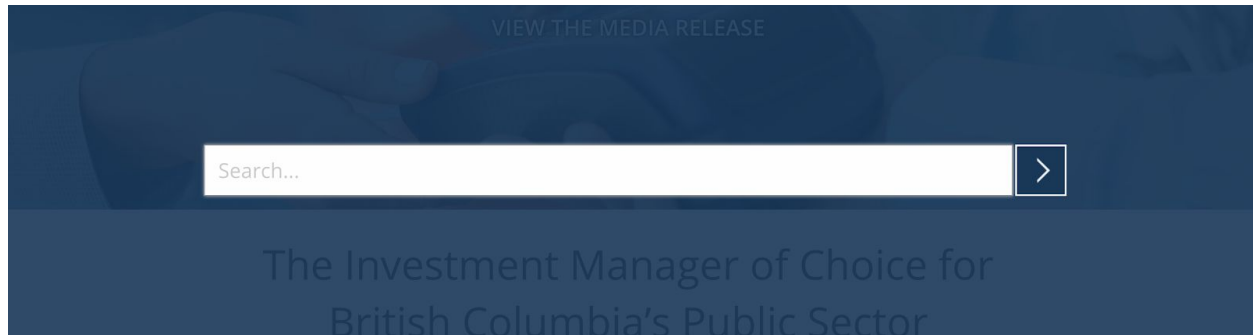
Breadcrumbs



Scrolling/Sticky Navigation (login button reduces to icon)



Search Overlay



Footer



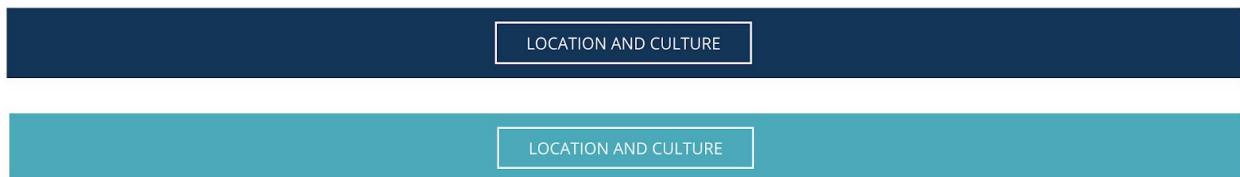
Expanded accordion menu



Button Types

BUTTON STYLE - TEXT	OPEN SANS SEMIBOLD, ALL CAPS 18 OPEN SANS SEMIBOLD, ALL CAPS 18
BUTTON STYLE - PDF LINK	PDF LINK BUTTON EXAMPLE  PDF LINK BUTTON EXAMPLE 
BUTTON STYLE - EXTERNAL LINK	EXTERNAL LINK BUTTON EXAMPLE  EXTERNAL LINK BUTTON EXAMPLE 

Call to Action Button



Clickable Sections/Headlines

REAL ESTATE Expanding our clients' domestic and global program to deliver strong, reliable returns over the long-term.	INFRASTRUCTURE Acquiring equity positions in tangible assets to protect clients against inflation and public market volatility.	PRIVATE EQUITY Investing globally with engaged capital in privately held companies and funds with high growth potential.
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Icons

Approved icons for use in triplet teaser sections.



Careers



Performance



Corporate Annual Report



Our Portfolio



Executive Management



Our History



Our Approach



Our Investment Beliefs



Our Clients



Board of Directors



Framework



Board Committees



Governance



Board Code of Conduct



Responsible Investing



Collaboration



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Advocacy



Who We Are



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Investment Inventory



Submissions & Comments



Media Releases



ESG Integration Fact Sheet



Managing Risk



Pooled Funds



About BCI

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RESPONSIBLE INVESTING ANNUAL REPORTS	VIEW [+]
RESPONSIBLE INVESTING NEWSLETTERS	VIEW [+]
POOLED FUND STATEMENTS	VIEW [+]
POOLED FUND PERFORMANCE	VIEW [+]

Content Boxes with Photos



ALL CURRENT OPENINGS

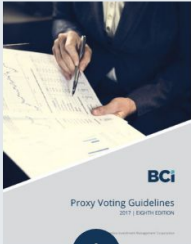
We are always looking for qualified individuals to join our team. We offer competitive compensation and benefits; ongoing career development; and an environment that supports health and wellness.

CAREER OPPORTUNITIES

Character Count
200 characters

Content Boxes with Document Links (PDF)

PROXY VOTING GUIDELINES



These guidelines set out our main beliefs on governance, as well as common proposals on environmental and social risk. This document also outlines how we intend to vote on certain issues.

↓

Cover Image Size
320 px X 414 px

Content Boxes with Document and Multiple Download Options

CORPORATE ANNUAL REPORT



Our most recent Corporate Annual Report provides our investment highlights for 2016-17. Annual returns of 12.4% against a benchmark of 11.7% with an AUM of \$135.5 billion.

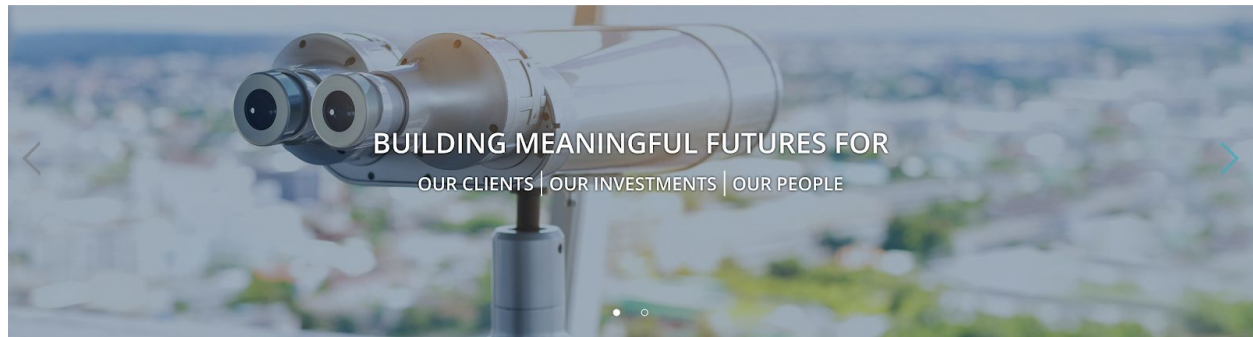
Cover Image Size
320 px X 414 px

[DOWNLOADABLE PDF !\[\]\(6968652a29aaaa83e97091d72c34bddb_img.jpg\)](#)

[INTERACTIVE PDF !\[\]\(dfb94b748aafd7eae3d658d0a9f78f7c_img.jpg\)](#)

Sliders

Homepage Slider



Text Sliders



Media Releases



Image and Text Slider



Triplet Teasers

Triplet teaser icons have a Midnight Blue keyline. On 'hover over' the keyline will switch to Ocean Blue.



Description Character Count
 Without image: 200 characters
 With image: 160 characters

Responsible Investing Content Boxes

INTEGRATION	ACTIVE OWNERSHIP	ACTIVE PARTICIPATION
We integrate ESG factors into our investment analysis and decision-making processes. These considerations are part of our due diligence and research recommendations, and it extends to our post-investment analysis. As responsible investing evolves, we'll continuously learn from our own practices and experiences.	Where appropriate, we use our influence to encourage companies to manage and report on risks and enhance practices. Active ownership provides alignment of our interests through activities such as proxy voting, engagement with publicly traded companies, and board representation on privately-held companies.	With the expectation that our efforts will lead to greater stability and integrity within the markets, we focus on submissions to regulatory bodies, participate in PRI committees, and work with like-minded investors and other organizations to address systemic risks, as well as improve the investment environment for all investors.
ESG Integration 📄	ESG Engagement 📄 Proxy Voting Guidelines 📄 Proxy Voting Record	Submissions and Comments Collaborations PRI Involvement

Character Count
302 characters

Content with Sidebar Section (with Document Link)

Our Investment Funds

BCI provides our clients the flexibility and efficiency of selecting the appropriate investment mix through our pooled funds that are diversified by asset class, region, and style. Like a mutual fund, a pooled fund combines our clients' contributions and is then invested in securities and other assets. This structure provides economics of scale, allowing clients to obtain a more diversified portfolio at a lower cost than investing individually.

BCI holds all assets in trust; clients do not own the individual assets within BCI's investment portfolios.

POOLED FUND PERFORMANCE	
	Performance results for the period ending March 31.

Content with Image Section

A Place to Develop



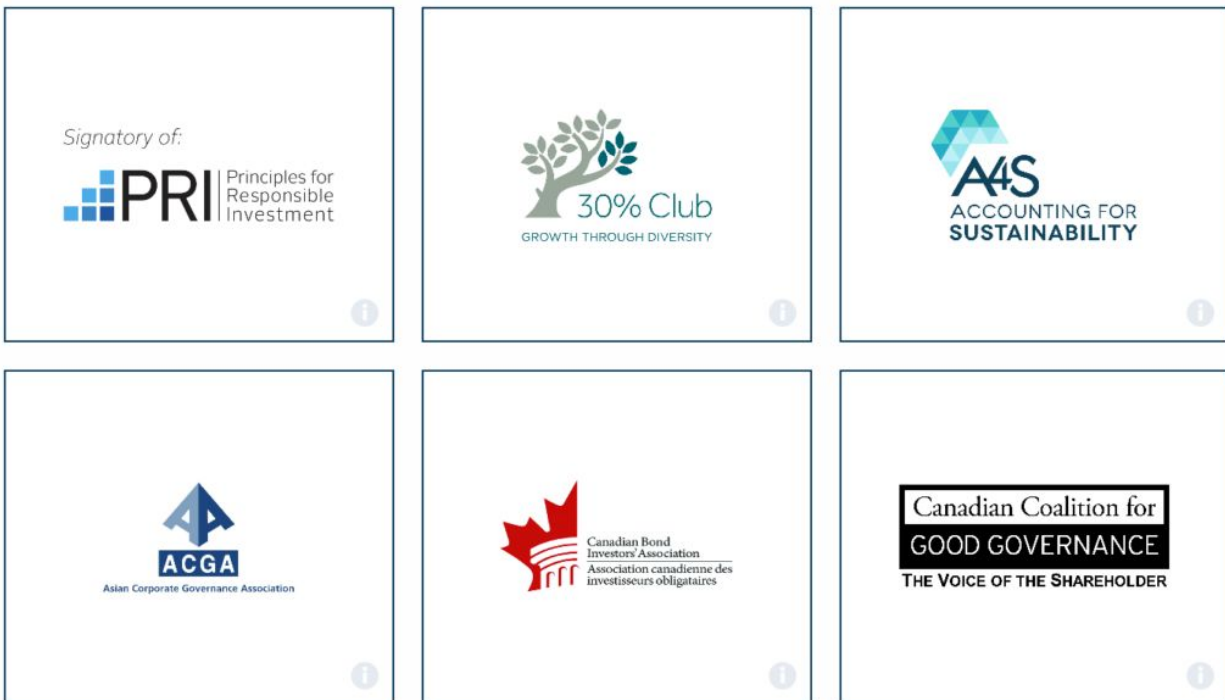
BCI attracts people who are experts in their field. Each person brings a wealth of knowledge and experience – but career development doesn't stop when they walk through our doors. One of our core investment beliefs is that “skill matters,” and we put an emphasis on continuous learning. After all, our clients rely on our team's expertise to achieve their investment objectives. BCI encourages, supports, and facilitates ongoing training and development, so that you can excel in your chosen profession.

A Career with Purpose

Our activities help build financially secure futures for our public sector clients. We aim to consistently go above and beyond their expectations, and are guided by our mission. Our clients are at the core of everything we do, and we are committed to building meaningful futures for them. It's a unique work environment; we're not your average asset manager. BCI is a results-driven, fast-paced corporation with a global reach – and it's a place you can make a difference with fulfilling work.



Grid



Keyline Separators

Board of Directors

We have a seven-member Board of Directors. Our board is structured in accordance with the *Public Sector Pension Plans Act*. Our four largest pension plan clients each appoint a representative to our board. The other three are appointed by the Minister of Finance – two of which must represent our clients. The third appointee, who does not represent a client, is the Chair of the Board. All directors are appointed to a three-year term – this term is renewable.

BOARD OF DIRECTORS

Code of Ethics and Professional Conduct

We are committed to acting in our clients' best financial interests. Our success and the continued trust of our clients depends on our collective adherence to BCI's Code of Ethics and Professional Conduct. Everyone at BCI is required to live the values and standards outlined in the Code.

EMPLOYEE CODE OF CONDUCT 

Video Links



RESPONSIBLE INVESTING OVERVIEW VIDEO

Responsible investing is integral to our investment beliefs. Hear from some of our employees, as they explain the importance of this approach, our principles, and expectations.

[WATCH VIDEO](#) 



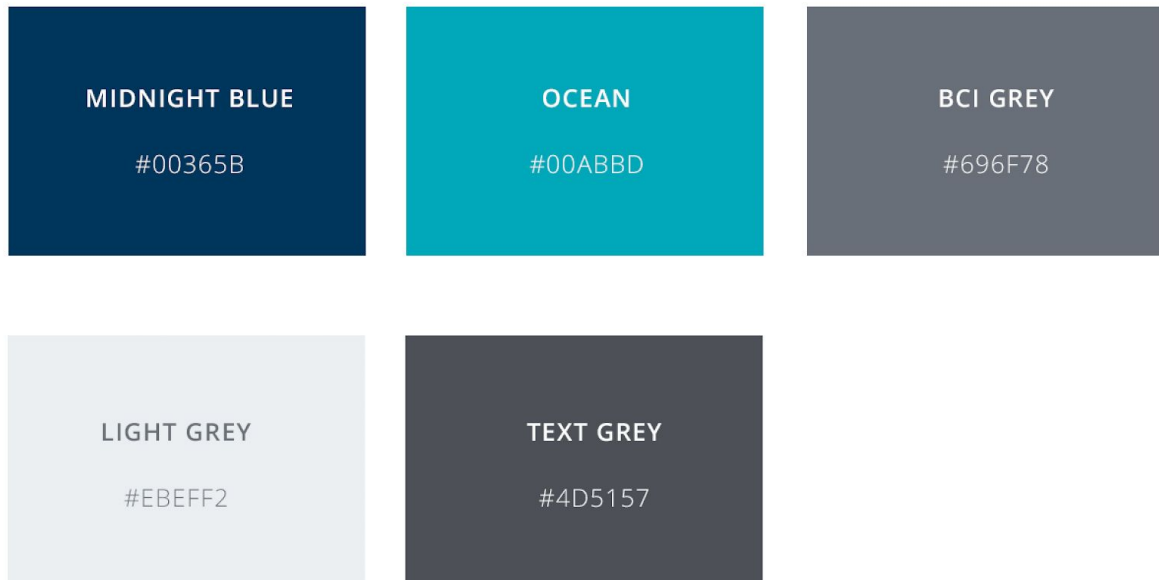
RESPONSIBLE INVESTING OVERVIEW VIDEO

Responsible investing is integral to our investment beliefs. Hear from some of our employees, as they explain the importance of this approach, our principles, and expectations.

[WATCH VIDEO](#) 

Website Colour Palette

For the purpose of the corporate website, the colours are limited to the 2 core corporate colours.



Typography

Open Sans is the standard font used throughout the site. Depending on placement, it's used in Regular, Bold, upper and lowercase instances.

SLIDER TITLE		
SLIDER SUBTITLE		
MAIN TITLE / H1	Open Sans Regular Title Case - 48pt with 67pt leading Colour:BCI Grey	
SUBTITLE / H2	Open Sans Regular Title Case - 32pt with 44pt leading Colour:BCI Grey	
H3	OPEN SANS BOLD, ALL CAPS 28PT WITH 39PT LEADING COLOUR: MIDNIGHT BLUE	OPEN SANS BOLD, ALL CAPS 28PT WITH 39PT LEADING HOVER COLOUR: OCEAN
H4	OPEN SANS BOLD, ALL CAPS 22PT WITH 30PT LEADING COLOUR: MIDNIGHT BLUE	OPEN SANS BOLD, ALL CAPS 22PT WITH 30PT LEADING HOVER COLOUR: OCEAN
BODY COPY	Open Sans Light 20 pt with 32 pt leading Colour: Text Grey	
BODY COPY ITALIC	<i>Open Sans Light Italic 20 pt with 32 pt leading Colour: Text Grey</i>	
BODY COPY BOLD	Open Sans Bold 20 pt with 32 pt leading Colour: Text Grey	
BODY COPY - LINK	REGULAR - Open Sans Regular 20 pt with 32 pt leading Colour: Midnight Blue HOVER - Open Sans Regular Underline 20 pt with 32 pt leading Colour: Ocean	
BUTTON STYLE - TEXT	OPEN SANS SEMIBOLD, ALL CAPS 18 OPEN SANS SEMIBOLD, ALL CAPS 18	
BUTTON STYLE - PDF LINK	PDF LINK BUTTON EXAMPLE  PDF LINK BUTTON EXAMPLE 	
BUTTON STYLE - EXTERNAL LINK	EXTERNAL LINK BUTTON EXAMPLE  EXTERNAL LINK BUTTON EXAMPLE 	