



Douglas College

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DOUGLAS COLLEGE

STATEMENT OF (EXECUTIVE) COMPENSATION PHILOSOPHY

2007/2008

The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.

**DOUGLAS COLLEGE
PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING
FOR 2007/08 FISCAL YEAR**

Name & Principal Position	Salary	Bonus	Incentive Plan	Pension	All other compensation	Total
Susan Witter - President	182,660	-	-	16,093	10,686	209,438
Karen Maynes - VP - Finance & Administration	145,836	-	-	12,783	13,091	171,710
Jan Lindsay - VP - Education	145,836	-	-	12,783	13,091	171,710
Blaine Jensen - VP - Educational Services	135,960	-	-	11,869	13,299	161,127
Marian Exmann - Assoc VP - Employee Relations	135,198	-	-	11,826	12,758	159,782

Note: The "All Other Compensation" column is the sum of the College's contribution to CPP, EI, MSP, Life, AD&D, STD, LTD, Extended Health, Dental and WCB.