

NORTH ISLAND COLLEGE BOARD OF GOVERNORS

JUNE 26, 2008

PUBLIC SECTOR EMPLOYERS ACT EXECUTIVE COMPENSATION DISCLOSURE REPORT

Statement of Compensation Philosophy, Practice and Process

The North Island College Board of Governors complies with the direction from the Government of BC with respect to relevant statutes and public policy and considers the external market data provided by the Post Secondary Employers' Association when determining executive compensation.

The Board recognizes the need to relate and disclose total compensation based on all compensation, pension, benefits and perquisites. Further, the Board recognizes the need to relate any compensation to the College's service and performance plans, and has identified a set of objective measures in the Service Plan.

Compensation is determined with reference to a job evaluation plan and annual salary ranges for specific positions, and the benefit provisions are established in the Human Resource Policies as previously approved by the Government, and subject to change from time to time with the approval of Government.

For purposes of this report, total compensation includes: base salary, pension, automobile allowance, health and welfare benefits, and perquisites. The total compensation package is designed to allow the organization to attract, retain and motivate qualified individuals.

North Island College does not provide incentive pay or bonus pay to the President and CEO.

The President and Chief Executive Officer's performance is evaluated by the Board's Sub Committee on Compensation and Performance which includes an Annual Report of the President and CEO's Priority Objectives. Every other year, the results of a 360-Degree Multi-Rater Performance Review is conducted against specific competencies set by the Board. The Board receives and approves the President's Objectives and achievement of such objectives on an annual basis.

At North Island College, only the President & CEO is compensated at or above \$125,000 per year.

Summary of Compensation, Pension and Benefits

| (a) Name and Position Title | (b) Annual Base Salary (\$) | (c) Bonus (\$) | (d) Incentive Plan Compensation Paid (\$) | (e) Pension (\$) | (f) Other Compensation (\$) | (g) Total Compensation (\$) | (h) Prior 2 years |
|--------------------------------------|-----------------------------------|----------------------|----------------------------------------------------|------------------------|--------------------------------------|--------------------------------------|------------------------------------------------------|
| Lou Dryden, CEO | 141,500 | 0 | 0 | 12,464.92 | 13,789.08 | 167,754 | 2006 - \$141,500 2005 - \$141,500 |
| | BELOW \$125,000 | | | | | | |
| CFO | “ | | | | | | |
| NEO A | “ | | | | | | |
| NEO B | “ | | | | | | |
| NEO C | “ | | | | | | |

Notes – in accordance with regulations:

- (a)
- (b)
- (c)
- (d)
- (e) **College Pension Plan Employer Paid Contributions**
- (f) **All Statutory Employer Payments (CPP, EIC, WCB) Health and welfare benefits**
- (g)
- (h)