



CAMPUSES

Atlin  
Chetwynd  
Dawson Creek  
Dease Lake  
Fort Nelson  
Fort St. John  
Hudson's Hope  
Tumbler Ridge

July 2, 2008

Mr. Chris Trumpy  
Deputy-Minister of Finance & CEO, PSEC  
PO Box 9409, STN PROV GOVT  
Victoria, BC V8W 9V1

Dear Mr. Trumpy:

**Re: Northern Lights College – Executive Compensation Report – Pursuant to the *Public Sector Employers Act***

The Board of Northern Lights College submits the noted report that applies only to the President & CEO as the other top four officers do not as yet have salaries that exceed \$125,000 per annum.

Overall, the Board seeks to ensure that total compensation is competitive with comparable institutions within the post-secondary sector in British Columbia and other appropriate comparators subject to the relevant statutes and public policy. At this time, the Board of Northern Lights College does not have incentive pay and bonuses for the President & CEO.

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.

Aside from the President & CEO's salary, executive compensation will be determined by the College's job evaluation plan (Fall of 2008), and annual salary ranges for specific positions and the benefit provisions as previously approved by the government and subject to change from time to time with the approval of the government.

For purposes of this report, total compensation includes: base salary, pension and other benefits and perquisites. By the Fall of 2008, the total compensation package will be designed to allow the organization to attract, retain and motivate qualified individuals.

All of the foregoing is submitted for your consideration.

Yours truly,

Kate O'Neil  
Board Chair  
NORTHERN LIGHTS COLLEGE

/st

*Serving  
Northern  
British  
Columbia*

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**Summary Compensation Table - Northern Lights College**

Name and Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	Other Compensation (\$)	Total Compensation	Prior 2 Years	
Jean Valgardson, CEO	\$136,600	Nil	Nil	\$12,250	\$6,055	\$163,986		
					\$3,021		Health	
					\$6,000		CPP, EI, WCB Vehicle Allowance	
CFO	Under \$125,000							
NEO A	Under \$125,000							
NEO B	Under \$125,000							
NEO C	Under \$125,000							