



THE RIGHT SKILLS ► A PROVEN ADVANTAGE

Industry Training Authority Compensation Discussion and Analysis

For the fiscal year 2008/09

Compensation Philosophy

Compensation is comprised of a base salary, incentive plan and benefits including vacation, vacation payout and pension. It is designed to compensate and reward achievement of the goals as outlined in the organization's Service Plan and as may also be identified by the Human Resources Committee of the Board of Directors in its Corporate Performance Goals. A vehicle allowance is provided to reimburse the cost of the use of a personal vehicle for business purposes.

The base salary, benefits and incentive target is benchmarked at least every three years using comparators that include public, private and not-for-profit organizations. The comparators are intended to position the organization to be reflective of the environment in which the organization operates. The Board approves the comparator organizations for the CEO position. The CEO approves the comparator organizations for all other positions in the organization. Levels are set at the market median. The market compensation survey is administered by an independent, global, full service Human Resource organization using best practices identified by the consultant.

Incentive Plan Performance Targets

Incentive Plan goals are renewable annually, approved by the *Human Resources and Committee of the Board of Directors*, and calculated using quantifiable measures. The goals are preset, weighted performance goals within an incentive range of 0-20% for each specific goal (total target level is 10%). In 2008/09 the incentive plan compensation paid for 2007/2008 was 6.38%.

Leaves

The organization provides vacation and sick leave to employees as well as other leaves required under Employment Standards (e.g. Family Responsibility Leave).

Summary Compensation table 2008/2009

Name & Position	Salary	Incentive Plan Compensation	Pension	All Other Compensation	Total
Kevin Evans CEO	\$158,925	\$15,831	\$25,315	\$30,059	\$230,130
Geoff Stevens Executive Lead, Operations and ITO	\$134,275	\$20,145	\$12,916	\$18,819	\$186,155

Note 1 Amounts in the table reflect payments made between April 1 2008 and March 31 2009

Note 2 Pension amounts include the employer share of contributions for Group RSP and PSPPP

Note 3 All other Compensation amounts include vacation pay out, car allowance, MSP, Life Insurance, employer paid LTD (Discontinued May 2008) health, Dental, CPP and EI.

Summary Compensation table 2007/2008

Name & Position	Salary	Incentive Plan Compensation	Pension	All Other Compensation	Total
Brian Clewes CEO	\$84,193	\$57,108	\$12,856	\$18,959	\$173,116
Kevin Evans COO	\$70,000	\$11,750	\$9,619	\$13,065	\$104,434
Kevin Evans CEO	\$75,000		\$10,306	\$13,998	\$99,304
Geoff Stevens VP, Industry Relations	\$131,000	\$17,293	\$12,615	\$20,845	\$181,753