



June 22, 2009

Public Sector Employers Council
 PO BOX 9400 STN PROV GOVT
 Victoria, BC V8W9V1

Dear Sirs:

In accordance with Bill 33 please accept this letter as NVIT's submission with respect to executive compensation with a salary over \$125,000.00. NVIT has only one employee, the president and CEO, who meets the guideline requirements for reporting.

NVIT's compensation philosophy is:

The Board seeks to ensure that total compensation is competitive with comparable institutions within the public post-secondary sector in British Columbia and other appropriate comparators subject to relevant statutes and public policy.

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.

Given NVIT's mandate as BC's Aboriginal public postsecondary institution, the Board also seeks to ensure it is able to attract and retain executives who have the skills and attributes to provide effective leadership consistent with the institution's unique mandate and operating context.

The compensation details for our president are as follows:

Name and Position Title ¹	Annual Base Salary (\$)	Bonus (\$) ²	Incentive Plan Compensation Paid (\$) ³	Pension (\$) ⁴	Other Compensation (\$) ⁵	Total Compensation (\$)	Prior 2 Years ⁶
Casey Sheridan, President	144,200			13,939	CPP, EI, WCB - 3,312 Vehicle allowance - 7,200 Travel allowance - 3,600, Vacation pay out - 10,996	183,247	2007/08 \$173,319

Should you require additional information please do not hesitate to contact me at your earliest convenience.

Sincerely,

Alan Okabe
 Board Chair.
 NVIT

¹ NVIT had only one incumbent in the position. Annual vacation is 40 days.

² No bonus payments.

³ No incentive payments.

⁴ College Pension Plan.

⁵ Includes CPP, EI, WCB, 18.5 day vacation pay-out, monthly vehicle allowance, and monthly local travel allowance payments.

⁶ For 2009, it is only required to report for the fiscal year ending 2007/08 & 2008/09.