



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.

SUMMARY COMPENSATION TABLE AS DESCRIBED BY THE PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING GUIDELINES

Name and Principal Position	Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	All Other Compensation* (\$)	Total (\$)	Previous Year's Total (\$)
Lou Dryden CEO	153,580	0	0	31,243	184,823	2007/08=179,798

NB: All Other Compensation includes:
Pension,
Car Allowance
Benefits