



The Board of Northern Lights College submits the noted report that applies only to the President & CEO as the other top four officers currently do not 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 is determined by the College's job evaluation plan 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.

Name and Principal Position (a)	Salary (\$) (b)	Bonus (\$) (c)	Incentive Plan Compensation Paid (\$) (d)	Pension (\$) (e)	All Other Compensation (f)		Total (\$) (g)	Previous 2 Years Totals (h)*
Jean Valgardson, CEO	\$134,540.65	NIL	NIL	\$12,053.32	\$5,497.68	Health	\$160,754.41	*2007/08=\$163,615.59
					\$3,062.76	CPP, EI, WBC		
					\$5,600	Vehicle Allowance		
CFO	Under \$125,000							
NEO A	Under \$125,000							
NEO B	Under \$125,000							

NEO C	Under \$125,000						
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* Previous compensation reported was based on incumbent contract year not the fiscal year.