



**British Columbia Institute of Technology  
Executive Compensation Disclosure Statement for 2009/2010  
June 4<sup>th</sup> 2010**

The following report provides an accurate representation of all compensation provided to all employees whose base salary was \$125,000 or greater in the fiscal year 2009/2010.

**Compensation Philosophy**

The objective for the BCIT Management Compensation Plan is to ensure that management staff salaries are sufficiently competitive in the market place to:

1. attract and retain a high calibre of staff
2. recognize the growth of individuals as they assume the full scope and responsibilities of their position; and
3. recognize employees for work performed based on level of performance and contribution.

Regular surveys of management compensation in other marketplaces are conducted to ensure BCIT salaries are competitive. <sup>1</sup>

An important principle underlying the compensation policy is that there is one standard for job evaluation and salary ranges throughout the Institute.

Some features of the compensation policy are that it provides for flexibility in the new hire placement, progression on the salary band is performance based, and there is the ability for merit recognition beyond the job rate (top step). The merit recognition is in the form of a re-earnable meritorious annual award and achieved through exemplary performance and exceeding expectations.

Individual performance is measured on the following dimensions:

- Outcomes Achieved
- Academic/Professional Leadership
- Customer Focus
- Leading Others
- Managing Results
- Business Processes
- Teamwork
- Independence

The overall rating of employee performance as: Exceeding Performance Plan; Fully Achieving Performance Plan; Marginally Achieving Performance Plan or Unsatisfactory is then determined. Individuals may earn 6%, 4%, 2%, or 0% depending on the overall rating.

A handwritten signature in black ink, appearing to read 'Maureen Enser', with a stylized flourish at the end.

Maureen Enser  
Chair, BCIT Board of Governors  
Attached: Appendix A – Compensation Summary Table

<sup>1</sup>Excerpt taken from Section 5.1-Policy of the BCIT Management Terms and Conditions, approved by the BCIT Board of Governors, September 2000.

**PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2009-10)**

*NOTE: Comments and notes should be reported as footnotes*

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)
<b>Name</b> Don Wright <b>Position</b> President	\$ 257,500.00	\$ na	\$ na	\$ 23614.34	\$ 20,175.96	\$ 301,290.30	2007-08 \$ 302,190.60 2008-09 \$ 301,290.30
<b>Name</b> James Reichert <sup>1</sup> <b>Position</b> Vice President Research and International	\$ 186,923.00	\$ na	\$ na	\$ 18022.54	\$ 30,100.51	\$ 235,046.05	2007-08 \$ 219,243.78 2008-09 \$ 235,046.05
<b>Name</b> Tomi Eeckhout <sup>2</sup> <b>Position</b> Vice President Human Resources	\$ 186,318.23	\$ na	\$ na	\$ 18144.35	\$ 22,992.29	\$ 227,454.87	2007-08 \$ 213,363.29 2008-09 \$ 227,454.87
<b>Name</b> Laurie Clarke <sup>2</sup> <b>Position</b> Vice President Development and Executive Director Foundation	\$ 179,666.00	\$ na	\$ na	\$ 17238.66	\$ 21,620.16	\$ 218,524.82	2007-08 \$ 208,794.79 2008-09 \$ 218,524.82
<b>Name</b> Chris Golding <sup>2</sup> <b>Position</b> Vice President Learning and Technology Services	\$ 179,666.00	\$ na	\$ na	\$ 17360.09	\$ 22,917.86	\$ 219,943.95	2007-08 \$ 202,873.87 2008-09 \$ 219,943.95
<b>Name</b> Paul Dangerfield <sup>2</sup> <b>Position</b> Vice President Education	\$ 177,184.41	\$ na	\$ na	\$ 16326.23	\$ 25,100.63	\$ 218,611.27	2007-08 \$ 202,873.87 2008-09 \$ 218,611.27

<sup>1</sup>Position eliminated November 1, 2009, 9 months severance paid in form of salary continuance from November 2, 2009 to August 1, 2010.  
All other compensation includes a car allowance of \$7200 plus \$5578.12 vacation payout.

<sup>2</sup>All other compensation includes a car allowance of \$6000

All management employees, including the President and the Vice Presidents are provided group benefits. Benefit coverage includes: Medical Services Plan; dental, extended health, group life insurance, accidental death and dismemberment, long term disability; and employee and family assistance.

All management employees, including the President and the Vice Presidents are eligible to participate in the College Pension Plan. Eligibility for the pension plans and entitlement to pension benefits is governed by the appropriate legislations, subject to the interpretation of the Pension Corporation.

All management employees, including the President and the Vice Presidents are entitled to paid vacation periods. Vacation entitlements are based on a calendar year and active employment, and the annual entitlement and non-recurring vacation leave is established based on years of service with the Institute.