



College of New Caledonia

Executive Compensation Disclosure Statement for 2009/2010

May 18, 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.

Statement of Compensation Philosophy, Practice and Process

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 relevant statutes and public policy.

The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, and direction from the Government with respect to relevant statutes and public policy.

For purposes of this report, total compensation includes: base salary, pension and other benefits, and perquisites.

A handwritten signature in black ink, appearing to read 'Ray Gerow', written over a horizontal line.

Ray Gerow

College of New Caledonia Board Chair

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table
 (Reporting Period April 1 to March 31)

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
							2007-08	2008-09
John Bowman President - CEO	163,360.00	0	0	15,099.86	17,812.95	196,272.81	2007-08 \$174,532.04	2008-09 \$189,638.19

NOTE:

All Other Compensation (\$)

Includes all statutory employer payments (e.g., CPP, EI, WCB), vehicle allowance, and all health & welfare benefits (other than pension).

Major Benefits and perquisites:

Vacation: Entitled to six (6) weeks of paid vacation each year

Professional Development: Entitled to take at least 10 days leave of absence for professional development activities in accordance with personnel policy. The College will reimburse the employee for expenses incurred related to the approved PD activities in the amount of up to \$5000 per year.

Vehicle Allowance: Employee provided vehicle with an allowance of \$500 per month.