



DOUGLAS COLLEGE  
Executive Compensation Disclosure Statement for 2009/2010  
MAY 21, 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 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.

A handwritten signature in black ink, appearing to read "P Wates", positioned above a horizontal line.

Paul Wates

Chair, Douglas College Board

Attached: Appendix A – Compensation Summary Table

**Appendix A: Compensation Summary Table**

<b>Name and Principal Position (a)</b>	<b>Annual Base Salary (\$) (b)</b>	<b>Bonus (\$) (c)</b>	<b>Incentive Plan Compensation Paid (\$) (d)</b>	<b>Pension (\$) (e)</b>	<b>All Other Compensation (\$) (f)</b>	<b>Total Compensation (\$) (g)</b>	<b>Prior 2 Years Total Compensation (\$) (h)</b>	
<b>Scott McAlpine</b> <i>President - new</i>	\$106,709.30	\$0.00	\$0.00	\$ 9,403.30	\$13,346.24	\$129,458.84	<b>2007-08</b>	\$0.00
							<b>2008-09</b>	\$0.00
<b>Susan Witter</b> <i>President - former</i>	\$167,451.59	\$0.00	\$0.00	\$15,411.17	\$ 4,449.75	\$187,312.51	<b>2007-08</b>	\$206,757.00
							<b>2008-09</b>	\$209,438.00
<b>Karen Maynes</b> <i>VP Finance &amp; Administration</i>	\$152,032.52	\$0.00	\$0.00	\$13,864.35	\$14,107.81	\$180,004.68	<b>2007-08</b>	\$175,135.00
							<b>2008-09</b>	\$171,710.00
<b>Blaine Jensen</b> <i>VP Educational Services</i>	\$152,032.52	\$0.00	\$0.00	\$13,864.35	\$14,251.80	\$180,148.67	<b>2007-08</b>	\$175,223.00
							<b>2008-09</b>	\$161,127.00
<b>Jan Carrie</b> <i>VP Education - acting</i>	\$130,598.30	\$0.00	\$0.00	\$11,835.07	\$13,673.00	\$156,106.37	<b>2007-08</b>	\$0.00
							<b>2008-09</b>	\$0.00
<b>Jan Lindsay</b> <i>VP Education - former</i>	\$ 69,650.13	\$0.00	\$0.00	\$ 6,362.42	\$ 5,118.14	\$ 81,130.69	<b>2007-08</b>	\$176,073.00
							<b>2008-09</b>	\$171,710.00
<b>Marian Exmann</b> <i>Associate VP Employee Relations</i>	\$140,942.60	\$0.00	\$0.00	\$12,827.27	\$13,695.19	\$167,465.06	<b>2007-08</b>	\$162,874.00
							<b>2008-09</b>	\$159,782.00