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May 20, 2010

Hon. Dr. Moira Stilwell, MD FRCP
Minister of Advanced Education and Labour Market Development
PO Box 9059 St Prov Govt
Victoria, BC V8W 9E2



Dear Minister Stilwell:

Please find enclosed the Langara College Executive Compensation Disclosure Statement for 2009-2010.

College Management's Responsibility:

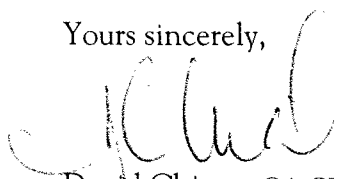
College management is responsible for the preparation of the Statement of Executive Compensation. The College Board is advised by Management that this disclosure has been prepared in accordance with the Public Sector Executive Compensation Reporting Guidelines of the Public Sector Employers' Council Secretariat. Management is responsible for maintaining the necessary payroll and employee systems to provide a reliable basis for the preparation of the disclosure form.

College Board's Responsibility:

The College Board carries out its responsibility by setting the compensation philosophy and reviewing the Statement of Executive Compensation. The Board relies upon Management's representations contained in the disclosure form.

The College Board has reviewed the Statement of Executive Compensation and is aware of the executive compensation paid in the 2009/2010 fiscal year and that the compensation provided was within approved compensation plans.

Yours sincerely,



David Chiang, CA.CIA, CMC
Chair, Board of Governors

DC/kj
Enclosure

LANGARA COLLEGE

Executive Compensation Disclosure Statement for 2009/2010

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.

Executives Meeting Reporting Requirement

- David Ross – President and Chief Executive Officer
- Deanna Douglas – Vice President, Administration and Finance
- Martin Gerson – Vice President, Academic and Provost
- Linda Arnold – Associate Vice President, Academic

Compensation Philosophy

Our philosophy is to provide an excluded compensation plan that:

- Facilitates the recruitment and retention of high caliber employees;
- Provides opportunity for increment progression to recognize employee growth in their position; and
- Rewards and motivates employees to attain the College's annual service and performance targets and longer term strategic goals.

(The implementation of this philosophy is subject to relevant government legislation, public policy and compensation guidelines.)

Market Comparators

The College will ensure that total compensation (including salary) is competitive with comparable institutions within the post-secondary sector in Metro Vancouver. In order to be competitive, the market comparison target should normally be no less than P75. Where dictated by labour market pressures, compensation comparators may also include the broader B.C. public or private sector as well as other urban labour markets in Canada. These sectors are surveyed as and where necessary to ensure that local, regional, provincial and national factors are reflected in compensation practices.

The College in implementing and ensuring alignment of compensation practices with its compensation philosophy may consider external market data provided by the Post-Secondary Employers' Association and other sources, as well as advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes, public policy and compensation guidelines. Compensation reviews will be conducted as required and at least every three (3) years.

Total Compensation

For purposes of this report, total compensation includes: base salary, variable compensation (incentive pay and bonuses), pension and other benefits, and perquisites.

Equity

Executive compensation is determined with reference to the job evaluation process and annual salary ranges for specific positions, and the benefit provisions established in our Human Resource Policies as previously approved by the Government, and subject to change from time to time with the approval of Government.

Internal equity among positions of comparable value and competitiveness with appropriate external comparators and markets are also goals to be met via the application of the Compensation Philosophy.

Other factors that may influence individual employee compensation include performance, experience, and competency.

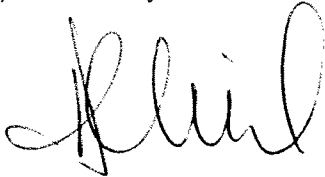
Where applicable and to the extent permissible by legislation and government public policy, the College shall maintain the integrity of the job evaluation plans and ensure their relevance to the salary structure.

Current Status: **President's Compensation**

With PSEC, ALMD and College Board approval, the total compensation for the President was established in accordance with the 2007 CEO Compensation Framework.

Vice Presidents' Compensation

The Vice Presidents are paid in accordance with the Langara College Administrators' salary scale. The salary scale is adjusted annually in accordance with PSEA/PSEC compensation guidelines.



David Chiang, CA.CIA, CMC
Chair, Board of Governors
Langara College

May 20, 2010

Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2009-10)									
Name & Position Title		Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
David Ross President & CEO		\$175,927.96 ⁽¹⁾	\$0.00	\$0.00	\$16,152.24	\$2,949.47 ⁽²⁾ \$5,893.48 ⁽³⁾	\$200,923.15	2007-08 2008-09	n/a \$85,500.93 (DOH 01NOV08)
Deanna Douglas Vice President, Administration and Finance		\$141,934.68 ⁽¹⁾	\$0.00	\$0.00	\$12,964.83	\$2,792.06 ⁽²⁾ \$3,659.28 ⁽³⁾ \$1,637.97 ⁽⁴⁾	\$162,988.82	2007-08 2008-09	n/a ⁽⁵⁾ \$175,791.80
Martin Gerson Dean of Instruction		\$54,511.49 ⁽¹⁾	\$0.00	\$0.00	\$12,204.65	\$3,128.98 ⁽²⁾ \$5,906.95 ⁽³⁾ \$1,637.97 ⁽⁴⁾	\$156,949.14	2007-08 2008-09	n/a ⁽⁵⁾ n/a ⁽⁵⁾
Vice President, Academic and Provost		\$79,559.10 ⁽¹⁾							
Total		\$134,070.59 ⁽¹⁾	\$0.00	\$0.00	\$11,539.24	\$2,929.66 ⁽²⁾ \$5,829.93 ⁽³⁾ \$1,500.69 ⁽⁴⁾	\$148,769.15	2007-08 2008-09	n/a ⁽⁵⁾ n/a ⁽⁵⁾
Linda Arnold Dean of Instruction		\$68,856.62 ⁽¹⁾	\$0.00	\$0.00					
Associate Vice President, Academic		\$58,113.01 ⁽¹⁾							
Total		\$126,969.63 ⁽¹⁾							
Notes									
(1) Base salary includes paid vacation leave of thirty (30) days per annum. Vacation leave entitlement is consistent with other Langara Administrative employees.									
(2) Statutory contributions include CPP, EI and WCB.									
(3) Non-statutory benefits include medical, extended health, dental, and group life insurance. These benefits are consistent with the level of coverage provided to other Langara Administrative employees.									
(4) Long service days (three (3) per year accrued) as provided to other Langara Administrative employees.									
(5) Base salary did not exceed \$125,000 for fiscal year									