



April 26, 2010

Public Sector Employers Council
 PO BOX 9400 STN PROV GOVT
 Victoria, BC V8W9V1

Dear Sirs:

In accordance with the February 2010 Public Sector Executive Compensation Reporting Guidelines, please accept this letter as NVIT's submission with respect to CEO compensation and for those with a base salary over \$125,000.00 for the 2009-10 fiscal year. NVIT has only one employee, the President and CEO, who meets the guideline requirements for reporting.

NVIT's compensation philosophy is:

The Board seeks to ensure that total compensation is competitive with comparable institutions within the public 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, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.

Given NVIT's mandate as BC's Aboriginal public post-secondary institution, the Board also seeks to ensure it is able to attract and retain executives who have the skills and attributes to provide effective leadership consistent with the institution's unique mandate and operating context.

Responsibility for determining executive compensation lies with the Board Chair in consultation with the Board Executive Committee, taking into consideration the factors described above.

The compensation details for our president for the period April 1, 2009 to March 31, 2010 are as follows:

Name and Position Title ¹	Annual Base Salary (\$)	Bonus (\$) ²	Incentive Plan Compensation Paid (\$) ³	Pension (\$) ⁴	Other Compensation (\$) ⁵	Total Compensation (\$)	Prior 2 Years
Casey Sheridan, President	144,200			14,154	CPP, EI, WCB - 2670. Vehicle allowance - 7,200 Travel allowance - 3,600,	\$171,824	2008/09 \$183,247 2007/08 \$173,319

The compensation reported above was within the approved compensation plan for NVIT's President/CEO.

Should you require additional information please do not hesitate to contact me at your earliest convenience.

Sincerely,

Neil Sterritt
 Board Chair
 NVIT

¹ NVIT had only one incumbent in the position. Annual vacation is 40 days.
² No bonus payments.
³ No incentive payments.
⁴ College Pension Plan.
⁵ Includes CPP, EI, WCB, monthly vehicle allowance, and monthly local travel allowance payments.