



Northwest Community College
Executive Compensation Disclosure Statement for 2009/2010
June 11, 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 follows all policies as set out by the Provincial Government with respect to the compensation provided to the top executives within the institution. The Board seeks to ensure that the total compensation is competitive with comparable institutions within the post secondary sector in BC and other appropriate comparators, subject to relevant statutes and public policy.

The Board is currently preparing for submission to PSEA and PSEC for their approval a Job Evaluation Plan which will guide it in making compensation decisions for all excluded employees.

The Board's HR Committee is charged with the duty to review all compensation issues and to set remuneration rates for excluded employees.

A handwritten signature in blue ink that reads "Irene Seguin". The signature is written in a cursive style and is positioned above a horizontal line.

Irene Seguin

NWCC Board Chair

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

| 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 (\$) | 2007-08 | 2008-09 |
| Forsyth, Stephanie CEO | \$148,122.00 | \$ - | \$ - | \$13,551.16 | \$ 23,656.01 | \$ 185,329.17 | \$ 173,423.40 | | |
| Ready, Diane VP Finance | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 193,773.27 | 2007-08 | 2008-09 |
| | | | | | | | NA | | |
| | | | | | | | \$ 174,153.98 | | |

*D. Ready resigned and the new VP Finance is not at a step where the base salary is \$125,000 or over.