



Capilano University

Executive Compensation Disclosure Statement for 2010/2011

May 13, 2011

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 2010/2011.

Compensation Philosophy

The total compensation packages should be designed to allow the organization to attract, retain and motivate qualified individuals.

In dealing with compensation, the Board reviews external market data provided by the Post-Secondary Employers Association and other appropriate sources, and advice it may receive from independent compensation experts. However, the Board receives direction from the government, and as a result the Board has no independent compensation policy that it can apply at this time.

The Board recognizes that government policy ensures that total compensation is compared to institutions within the post-secondary sector and the broader public sector in British Columbia. Further, the Board recognizes the need to relate any incentive pay and bonuses, of which Capilano has none, to the institution's service and performance plans.

Executive compensation is determined with reference to a job evaluation plan and annual salary ranges for specific positions, and the benefit provisions established in our Human Resource Policies as previously approved by the Government.

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 'Robin Brayne', written over a horizontal line.

Robin Brayne
Chair of the Board, Capilano University

Attached: Appendix A – Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING (2010-11)

NOTE: Comments and notes should be reported as footnotes

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$) (Note 5)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)
Dr. Kris Bulcroft President	\$ 125,000.00	\$ -	\$ -	\$ 12,273.08	\$ 20,076.18	\$ 157,349.26	2008-09 \$ - 2009-10 \$ -
Dr. Greg Lee ¹ President	\$ 58,318.32	\$ -	\$ -	\$ 5,979.80	\$ 34,882.43	\$ 99,180.55	2008-09 \$ 208,871.26 2009-10 \$ 213,099.23
Mike Arbogast ² VP of Human Resources	\$ 129,316.08	\$ -	\$ -	\$ 12,904.76	\$ 236,294.24	\$ 378,515.08	2008-09 \$ 156,236.13 2009-10 \$ 159,415.67
Patrick Donahoe ³ VP Student & Institutional Support	\$ 129,316.08	\$ -	\$ -	\$ 12,697.48	\$ 151,092.27	\$ 293,105.83	2008-09 \$ 100,496.96 2009-10 \$ 158,095.17
Jacalyn Snodgrass VP Education-Academic & Arts Program	\$ 129,316.08	\$ -	\$ -	\$ 12,991.76	\$ 16,051.12	\$ 158,358.96	2008-09 \$ 155,184.63 2009-10 \$ 158,319.16
Cindy Turner VP Finance and Administration	\$ 129,316.08	\$ -	\$ -	\$ 12,978.15	\$ 16,061.34	\$ 158,355.57	2008-09 \$ 155,184.58 2009-10 \$ 158,316.55
Catherine Vertesi ⁴ VP Education, International & Management Program	\$ 112,090.27	\$ -	\$ -	\$ 11,275.63	\$ 13,381.93	\$ 136,747.83	2008-09 \$ 155,217.41 2009-10 \$ 158,305.47

- 1-Retired July 31, 2010-payout Vacation
- 2-Re-organization March 31, 2011-payout Vacation and Retiring Allowance
- 3-Re-organization March 31,2011-payout Vacation and Retiring Allowance
- 4-Budgeted base salary is \$129,316. The actual payment was less due to leave of absence for a period.
- 5-All Other Compensation also includes all statutory employer payments (CPP, EI, WCB) and all and all health & welfare benefits (other than pension)
Contract settlements recorded here were a result of a reorganization that reduced the number of VP's.
- 6-No car allowance
- 7-Vacation Entitlement for the year (in days) was as follows:

Dr. Kris Bulcroft	12.5
Dr. Greg Lee	17.5
Mike Arbogast	30
Patrick Donahoe	25
Jackalyn Snodgrass	30
Cindy Turner	30
Catherine Vertesi	30