



**DOUGLAS COLLEGE**  
**Executive Compensation Disclosure Statement for 2010/2011**  
**May 19, 2011**

The following report provides an accurate representation of all compensation provided to the Chief Executive Officer and the next four highest paid/ranking executives, where these positions hold an annual base salary of \$125,000 or greater, in the fiscal year 2010/2011.

**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 "Peter Kendrick", written over a horizontal line.

Acting Board Chair Peter Kendrick *for*  
Paul Wates, Chair, Douglas College Board

Attached: Appendix A - Compensation Summary Table

**PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (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* (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)
<b>Scott McAlpine</b> <i>President</i>	\$ 170,697.00	\$ -	\$ -	\$ 16,116.00	\$ 14,239.00	\$ 201,052.00	2008-09 \$ - 2009-10** \$ 129,459.00
<b>Blaine Jensen</b> <i>VP Educational Services</i>	\$ 152,036.00	\$ -	\$ -	\$ 14,314.00	\$ 13,662.00	\$ 180,012.00	2008-09 \$ 175,223.00 2009-10 \$ 180,149.00
<b>Karen Maynes</b> <i>VP Finance &amp; Administration</i>	\$ 152,036.00	\$ -	\$ -	\$ 14,314.00	\$ 13,518.00	\$ 179,868.00	2008-09 \$ 175,135.00 2009-10 \$ 180,005.00
<b>Guangwei Ouyang</b> <i>Associate VP International Education</i>	\$ 142,013.00	\$ -	\$ -	\$ 13,321.00	\$ 13,224.00	\$ 168,558.00	2008-09 \$ 145,559.00 2009-10 \$ 153,018.00
<b>Marian Exmann</b> <i>Associate VP Employee Relations</i>	\$ 140,946.00	\$ -	\$ -	\$ 13,244.00	\$ 10,567.00	\$ 164,757.00	2008-09 \$ 162,874.00 2009-10 \$ 167,465.00

\* includes all statutory employer payments (CPP, EI, WCB) and health & welfare benefits (other than pension)

\*\*Employment as President commenced August 17, 2009.