



**Nicola Valley Institute of Technology**  
**Executive Compensation Disclosure Statement for 2010/2011**  
**May 2, 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.

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.*

Neil Sterritt  
NVIT Board Chair

Attached: Appendix A – Compensation Summary Table

## 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>Name</b>   | <b>Casey Sheridan</b>   | \$ 144,200.00           | \$ -       | \$ -                                  | \$ 14,098.98 <sup>1</sup> | \$ 17,254.53 <sup>2</sup>   | \$ 175,553.51           | <b>2008-09</b>                        | \$ 183,247.00 |
| <i>Position Title - CEO</i>                                       | <i>President/CEO</i> <sup>4</sup>                                 |                         |            |                                       |                           |                             |                         | <b>2009-10</b>                        | \$ 171,824.00 |
| <b>Name</b>   | <b>Ken Tourand</b>  | \$ 126,410.88           | \$ -       | \$ -                                  | \$ 12,260.00 <sup>1</sup> | \$ 17,686.00 <sup>3</sup>   | \$ 156,356.88           | <b>2008-09</b>                        | \$ -          |
| <i>Position Title - NEO</i>                                       | <i>President/CEO</i> <sup>5</sup><br><i>VP Corporate Services</i> |                         |            |                                       |                           |                             |                         | <b>2009-10</b>                        | \$ -          |

1 College Pension Plan

2 Includes CPP, EI, WCB, non-statutory benefits, monthly vehicle allowance, and monthly local travel allowance payments.

3 Includes CPP, EI, WCB, non-statutory benefits, and monthly vehicle allowance

4 40 Days Annual Vacation

5 35 Days Annual Vacation