

B.C.'s Energy College™

Northern Lights College
Executive Compensation Disclosure Statement for 2010/2011
May 10, 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

Northern Lights College recognizes the need to be competitive within the environment in which it operates. As a practical matter, this means that NLC competes with post-secondary institutions within BC as well as Central and Northern Alberta. In addition, within the trades related sector, NLC competes with private industry operating in the Oil and Gas Industry. The overall goal of the compensation plan is to attract and retain high quality staff that are able to successfully execute the Board's Strategic Plan.

NLC has been successful in marketing a "work life balanced" compensation plan that includes the following key points.

1. Salaries that are within the post-secondary industry's 50th percentile. This is determined through analysis with data provided by the Post Secondary Employers Association (PSEA) as well as other credible sources.
2. Vacation allotment of 30 days per annum.
3. Two weeks of "other" leave.
4. Industry standard benefits package which includes short term disability, long term disability, dental care and extended health care.

The NLC compensation plan is a modified Hay plan that groups job positions into 8 grids. Each grid is broken down into 5 steps. Advancement through the step process is reviewed annually and is based on an acceptable performance review.

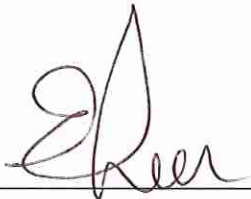
The NLC compensation plan is reviewed on an on-going basis by a compensation committee comprised of staff within the excluded management team and lead by the Director of Human Resources. The committee's authority is limited to making recommendations to the President/CEO who retains the decision making authority. The President is prohibited by Executive Limitation from making changes to

her own compensation package, and as such she is the sole exception to the above plan. The President negotiates changes to her compensation package directly with the Board.

Material Change to Presidents Salary:

In February 2011 the former President was released from her contract and received \$86,182 in severance and other retirement allowances.

The Board hired a new President who started in February 2011. Her salary is reported here as a matter of transparency even though her salary for fiscal 2010-11 was far below the \$125,000 threshold required for this report.

A handwritten signature in black ink, appearing to read 'Edith Leer', written over a horizontal line.

Edith Leer, Chair
Northern Lights College Board of Directors

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2010-11)									
<i>NOTE: Comments and notes should be reported as footnotes</i>									
Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)		
D Jean Valgardson President & CEO	\$ 117,908.51	\$ -	\$ -	\$ 11,186.55	Health CPP/EI/WCB Vehicle Vacation PO Severance	\$ 5,204.12 \$ 2,050.71 \$ 5,000.00 \$ 7,961.66 \$ 86,181.91	\$ 235,493.46	2008-09 \$ 163,926.00 2009-10 \$ 168,292.00	
	\$ 17,011.28	\$ -	\$ -	\$ 1,537.83	Health CPP/EI/WCB	\$ 547.58 \$ 1,225.99	\$ 20,322.68	2008-09 \$ - 2009-10 \$ -	
Laurie Rancourt President & CEO	\$ 129,097.08	\$ -	\$ -	\$ 12,113.32	Health CPP/EI/WCB Vacation PO	\$ 6,618.28 \$ 3,325.37 \$ 4,946.20	\$ 156,100.25	2008-09 \$ 93,483.57 2009-10 \$ 150,614.83	
	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	2008-09 \$ - 2009-10 \$ -	
	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	2008-09 \$ - 2009-10 \$ -	

Notes:

1. D. Jean Valgardson received \$86,182 in severance and retirement allowances. The annual base salary is prorated and represents wages received from April 1, 2010 through to January 31, 2011. Had she worked the entire year, the Presidents base salary would have been \$143,328.24 before vehicle allowance.
2. Laurie Rancourt's compensation package does not meet the \$125,000 threshold for reporting this year but is included for reasons of transparency.