

THOMPSON RIVERS  UNIVERSITY

BOARD OF GOVERNORS

June 6, 2011

Mr. Paul Straszak
President and CEO
Public Sector Employers' Council
Box 9400 Stn Prov Govt
Victoria, BC V8V 9V1

Dear Mr. Straszak:

I am writing in regard to the annual disclosure statement for Thompson Rivers University as required by the PSEC Executive Compensation Reporting Guidelines. As requested, I have reviewed the attached executive compensation for the reporting period April 1, 2010 to March 31, 2011 and can verify it is accurate and that the executive compensation provided was within the PSEC guidelines.

Sincerely,



Karl deBruijn
Chair, Board of Governors
Thompson Rivers University

cc: B. Littler



Executive Compensation

Thompson Rivers University's (TRU) executive compensation philosophy is to ensure that our human resource practices and policies attract and retain the best candidates for our institution. Consistent with the university sector, TRU recruits nationally and internationally for its executive positions and seeks to remain competitive with its compensation practices and policies. As a comprehensive institution with 40 years of history, TRU seeks to attract executive that can provide leadership within a diverse organization that offers post-secondary educational programming at the certificate, diploma, degree and graduate degree level.

The BC Public Sector has adopted the *Public Sector Executive Compensation Reporting Guidelines*. In response to the compensation discussion and analysis section of the *Guidelines*, TRU's compensation practices are summarized below:

- The TRU Board of Governors is responsible for the executive compensation of its President and Vice-Chancellor. The maximum base salary and total compensation allowable for the President and Vice-Chancellor is set and determined by PSEC.
- The President's salary is the highest salary paid to a senior executive at TRU and all other executive compensation is set below this maximum. Through delegated authority by the Board, the President and Vice-Chancellor is responsible for determining the compensation of the other executive members.
- Thompson Rivers University is committed to the responsible stewardship of its resources, including its human resources and financial resources. Given the parameters of the excluded compensation guidelines, TRU recruits at the market rate for each position in order to be competitive.
- At this time, Thompson Rivers University has not adopted any incentive or bonus system within its executive compensation framework.
- In order to be competitive and attract executive, TRU provides its executive with academic/research leave. Such academic/research leaves are the norm in the university sector and form an important component of the overall compensation.

Most importantly such leaves allow for renewal, and as applicable, the opportunity for executive to prepare for their return to academic responsibilities at the conclusion of their term(s).

- The University provides a comprehensive set of health and welfare benefits to its executive. Consistent with the benefit package provided for other administrative staff at TRU, health and welfare benefits are another important component of total compensation to an employee.
- Vacation time for executive is aligned with the vacation provided for other administrative staff at TRU. Executive members are provided with six weeks vacation each year. Vacation is an integral part of any human resource practice as it provides an employee with an opportunity for renewal and contributes to employee wellness.
- TRU has maintained its participation in its existing pension plan for all administrative staff. This is the same plan provided to all the administrative and faculty members at TRU.

THOMPSON RIVERS UNIVERSITY - PSEC EXECUTIVE COMPENSATION REPORTING

Reporting period (April 1, 2010 - March 31, 2011)

SUMMARY COMPENSATION TABLE

Name and Position (a)	Salary (b)	Bonus (c)	Incentive Plan (d)	Pension (e)	All other compensation (f)	Total (g) sum of (b) to (f)	Previous 2 years Totals
A. Shaver, President and Vice-Chancellor	\$116,254	n/a	n/a	\$10,655	\$9,351	\$136,260	n/a
U. Scheck, Provost and Vice-President Academic	\$186,050	n/a	n/a	\$17,611	\$14,810	\$218,471	2009/10 = \$219,008
C. Neufeld, Vice-President, Administration & Finance	\$191,067	n/a	n/a	\$18,096	\$14,862	\$224,025	2008/09 = \$218,455 2009/10 = \$222,490
J. Murray, Vice-President, Open Learning	\$173,450	n/a	n/a	\$16,402	\$29,732	\$219,584	2008/09 = \$209,779 2009/10 = \$220,224
C. Seguin, Vice-President, Advancement	\$137,748	n/a	n/a	\$12,952	\$23,757	\$174,457	n/a
R. Barnsley, past President & Vice-Chancellor	\$174,487	n/a	n/a	\$16,352	\$5,669	\$196,507	2008/09 = \$262,910 2009/10 = \$267,820

Column c - TRU does not provide bonus plan

Column d - TRU does not provide incentive plans

Column e - Employer paid portion of College Pension plan is 9.04% to YMPE and 9.79% greater than YMPE (rate as of Sept 1, 2010)

Column f - Includes all employer paid portions of health and welfare benefits; car allowance where applicable, and deferred leave plan where applicable

Note - R. Barnsley Returned as Interim President September 15, 2009 - December 31, 2010

Note - A. Shaver Commenced as President and Vice Chancellor as of September 1, 2010