

**Kwantlen Polytechnic University
Executive Compensation Disclosure Statement for 2012/2013**

May 8, 2013

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 2012/2013.

Compensation Philosophy

Kwantlen Polytechnic University strives to maintain an executive total compensation program designed to support the institution to attract, develop and retain highly qualified individuals.

Presidential compensation is subject to total compensation parameters established by the Government, subject to change from time to time as approved by Government. The Board of Governors is responsible for oversight of presidential compensation. Through delegated authority by the Board, the President & Vice Chancellor is responsible for determining the compensation of other executive members.

The executive total compensation program is determined with reference to:

- A job evaluation plan which reflects based on a composite of skill, effort, responsibility and working conditions required to perform the work.
- Relevant external comparators, including post-secondary institutions.
- External market data provided by appropriate resources, advice received from independent compensation experts and direction from the Government with respect to relevant statutes and public policy.
- Salary ranges and salary range progression based on the attainment of satisfactory performance.
- The benefit provisions established in the administrative policies and subject to change from time to time within the parameters approved by Government.



Gord Schoberg
Chair, Board of Governors

Summary Compensation Table at FISCAL, 2013

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
John McKendry, Acting President	\$ 116,307	\$ -	\$ 2,370	\$ -	\$ 67,237	\$ 185,914	\$ 187,092	\$ 157,082
Gordon Lee, Pro Tem Provost & VP Academic	\$ 163,712	\$ -	\$ 14,234	\$ 15,619	\$ 9,154	\$ 202,719	\$ 179,719	\$ 191,504
Anne Lavack, Provost & VP Academic	\$ 71,269	\$ -	\$ 7,048	\$ 13,831	\$ 83,742	\$ 175,890	\$ 146,605	n/a
Alan Davis, President	\$ 103,255	\$ -	\$ 13,331	\$ 9,401	\$ 14,560	\$ 140,548	n/a	n/a
Harry Gray, VP, Pro Tem Finance & Administration	\$ 146,015	\$ -	\$ 12,816	\$ 13,863	\$ -	\$ 172,694	n/a	n/a
Shelley Wrean, General Counsel	\$ 123,846	\$ -	\$ 14,659	\$ 11,506	\$ -	\$ 150,012	n/a	n/a
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ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Summary Other Compensation Table at FISCAL, 2013

Name and Position(a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
John McKendry, Acting President	\$ 67,237	\$ -	\$ 35,272	\$ 16,786	\$ -	\$ -	\$ 15,178
Gordon Lee, Pro Tem Provost & VP Academic	\$ 9,154	\$ -	\$ 9,154	\$ -	\$ -	\$ -	\$ -
Anne Lavack, Provost & VP Academic	\$ 83,742	\$ 72,773	\$ 9,370	\$ -	\$ -	\$ 1,600	\$ -
Alan Davis, President	\$ 14,560	\$ -	\$ 7,621	\$ -	\$ 6,939	\$ -	\$ -
Harry Gray, VP, Pro Tem Finance & Administration	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Shelley Wrean, General Counsel	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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Notes:

Gordon Lee was promoted to Pro Tem Provost & VP Academic on 17/08/2012

Harry Gray was promoted to VP, Pro Tem Finance & Administration on 17/08/2012