



May 11, 2015

Christine Zacharuk
Interim President & CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, B.C.
V8W 2B7

Dear Ms. Zacharuk:

As part of the required documentation associated with the 2014-2015 reporting and filing of Executive Compensation Disclosure, I provide the following attestation with respect to Kwantlen Polytechnic University's submission:

The Board of Governors is aware of the executive compensation paid in the fiscal year 2014–2015.

The compensation information disclosed is accurate and includes all compensation paid by Kwantlen Polytechnic University, its' foundations, subsidiaries, and any other organization related to or associated with the University. It also includes the value of all pre and post-employment payments made during the 12 month period before or after the term of employment.

The Board of Governors further attests that the compensation paid in the fiscal year 2014–2015 complies with the compensation parameters established by Government.

Yours truly,

A handwritten signature in black ink, appearing to read 'Kristan Ash', written in a cursive style.

Kristan Ash
Chair, Board of Governors



Kwantlen Polytechnic University Executive Compensation Disclosure Statement for 2014/2015

May 11, 2015

The following report provides an accurate representation of all compensation provided to the CEO and the next four named executive officers (NEOs) whose compensation was \$125,000 or greater in the fiscal year 2014/2015.

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 and to remunerate and reward such individuals appropriately.

Presidential compensation is subject to total compensation parameters established by 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 and 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 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.

Summary Compensation Table at FISCAL, 2015

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2014/15 Total	Previous Two Years Totals	
							2013/14	2012/13
Gordon Lee, VP, Finance and Administration	\$111,480.80		\$12,841.16	\$16,328.30	\$65,211.61	\$205,861.87	\$209,159.00	\$202,718.86
Alan Davis, President	\$191,759.88		\$12,662.50	\$19,645.20	\$8,850.46	\$232,918.04	\$243,264.00	\$140,547.99
Harry Gray, AVP, Administration	\$146,500.12		\$13,875.58	\$14,917.28		\$175,292.98	\$182,780.00	\$172,693.93
Salvador Ferreras, Provost & VP Academic	\$169,999.96		\$14,564.01	\$17,371.26		\$201,935.23	\$113,983.00	
Jeffery Norris, CAO & CEO KPU Foundation	\$68,742.00		\$5,043.00	\$7,086.00	\$11,553.00	\$92,424.00	\$176,776.14	\$150,982.00
Elizabeth Jane Fee, Vice Provost, Students	\$146,500.12		\$10,571.77	\$15,316.66	\$3,846.20	\$176,234.75		

Summary Other Compensation Table at FISCAL, 2015

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)
Gordon Lee, VP, Finance and Administration	\$65,211.61	\$43,519.24	\$16,692.31				\$5,000.06
Alan Davis, President	\$8,850.46		\$8,850.46				
Harry Gray, AVP, Administration							
Salvador Ferreras, Provost & VP Academic							
Jeffery Norris, CAO & CEO KPU Foundation	\$11,553.00		\$11,553.00				
Elizabeth Jane Fee, Vice Provost, Students	\$3,846.20						\$3,846.20

Notes:	
Gordon Lee, VP, Finance and Administration	Annual Stipend (\$5000) as Deputy Vice Chancellor.
Alan Davis, President	Has access to a leased fleet vehicle.
Harry Gray, AVP, Administration	
Salvador Ferreras, Provost & VP Academic	Increase in total compensation due to Dr. Ferreras joining KPU mid-fiscal in previous year (September 2013). At end of appointment, Dr. Ferreras will be entitled to a paid 12 month administrative leave to undertake scholarly activity in order to return to a faculty position.
Jeffery Norris, CAO & CEO KPU Foundation	Resigned from position Sept. 16, 2014.
Elizabeth Jane Fee, Vice Provost, Students	Annual Stipend (\$5000) as Langley Campus Principal (Received \$3,846 in Fiscal 2014/15). Salary as Deputy Provost & Associate VP Academic & Pro Tem Vice Provost, Students \$133,498 (Apr 1 to Dec 31/14). Salary as Vice Provost, Students \$42,737 (Jan 1 to Mar 31, 2015).