

B.C.'s Energy College™

**NORTHERN LIGHTS COLLEGE  
REGIONAL ADMINISTRATION**

**11401 – 8th Street Dawson Creek BC V1G 4G2**  
Telephone 250-782-5251 • Toll free 1-866-463-6652  
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nlc.bc.ca

April 28, 2015

Christina Zacharuk  
Interim President and CEO  
Public Sector Employers' Council Secretariat  
2<sup>nd</sup> Floor, 880 Douglas Street  
Victoria, BC V8W 2B7

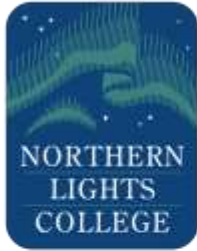
Northern Lights College is in compliance with our individual PSEC-approved compensation plan and complies with the PSEC reporting guidelines.

The Board is aware of the executive compensation paid in the prior fiscal year.

The compensation information being disclosed is accurate and includes all compensation paid by the employer. It also includes the value of any pre or post-employment payments made during the 12-month period before or after the term of employment.

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Karen Simpson  
Chair  
Board of Governors, Northern Lights College



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April 21, 2015

### **Northern Lights College Compensation Philosophy & Summary Compensation Statement for 2014/2015**

Northern Lights College is B.C.'s Energy College™, serving northern British Columbia in an area covering more than 324,000 square kilometres.

NLC opened in 1975. NLC has campus locations in Chetwynd, Dawson Creek, Fort Nelson, Fort St. John, and Tumbler Ridge, along with access centres in Atlin, Dease Lake and Hudson's Hope.

NLC is a member of British Columbia Colleges (BC Colleges), a provincial group comprised of 11 colleges from throughout the Province of British Columbia. BC Colleges has a unique regional advantage and a long history of collaboration with industry, employers, communities and policy makers. This collaborative approach allows BC Colleges to graduate highly skilled workers who are equipped to support their families, build healthier communities and power the economy in all regions of British Columbia.

#### **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 trade's 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 balance" compensation plan that includes the following key points:

1. Salaries are within the post-secondary industry's 50th percentile. This is determined through analysis with data provided by the Post-Secondary Employers' Association (PSEA).
2. Vacation allotment of 30 days per annum that is front loaded.
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 eight (8) grids. Each grid is broken down into five (5) steps. Advancement through the steps 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 Vice-President, Corporate Services. The committee's authority is limited to making recommendations to the CEO who retains the decision making authority. The exception to this is the CEO's salary which is negotiated directly with the Board as is part of her Employment Contract.

There was no material change to the CEO's total compensation in the last fiscal year.

*Serving Northern British Columbia*

## Summary Compensation Statement

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
Laurie Rancourt, President & CEO	\$99,063	\$ -	\$ 3,277	\$ 10,413	\$ 6,534	\$ 119,287	\$ 219,508	\$ 212,423
Peter Nunoda, Vice President, Academic & Research	\$ 48,908	\$ -	\$ 3,413	\$ 4,959	\$ 3,972	\$ 61,252	\$ 174,424	\$ 167,369
Loren Lovegreen, Vice President, Academic & Research	\$ 73,189	\$ -	\$ 4,889	\$ 7,395	\$ 9,632	\$ 95,105	\$ -	\$ -
Nicholas Rubidge, Interim President	\$ 72,999	\$ -	\$ 2,023	\$ -	\$ 3,818	\$ 78,841	\$ -	\$ -

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)
Laurie Rancourt, President & CEO	\$ 6,534	\$ -	\$ 5,231	\$ 1,303	\$ -	\$ -	\$ -
Peter Nunoda, Vice President, Academic & Research	\$ 3,972	\$ -	\$ 3,972	\$ -	\$ -	\$ -	\$ -
Loren Lovegreen, Vice President, Academic & Research	\$ 9,632	\$ -	\$ 9,632	\$ -	\$ -	\$ -	\$ -
Nicholas Rubidge, Interim President	\$ 3,818	\$ -	\$ 2,920	\$ -	\$ -	\$ -	\$ 899

**Notes:**

Laurie Rancourt, President & CEO	Vacation payout is 56 hrs x \$93.41 = \$5,230.96; Paid leave is professional development leave 14 hrs x \$93.05
Peter Nunoda, Vice President, Academic & Research	Vacation payout is 56 hrs x \$70.93 = \$3,972.08
Loren Lovegreen, Vice President, Academic & Research	Vacation payout is 140 hrs x \$68.80 = \$9,632.00
Nicholas Rubidge, Interim President	Vacation payout is \$72,999.29 base salary x 4% vacation pay = \$2,919.97 (difference due to rounding). Other is payment in lieu of benefits (employer's estimated cost if employee received benefit coverage) = \$89.88 x 10 bi-weekly pay periods = \$898.80.