Northwest Community College
Executive Compensation Disclosure Statement 2014/2015

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 2014/2015.

Compensation Philosophy

Northwest Community College seeks to attract and retain the leaders in every position to ensure that the College is able to successfully respond to the needs of learners and to fulfill the Board of Directors' Strategic Plan as successfully as possible.

Northwest Community College understands that to do their best on the job, employees need to strike a work/life balance that enables them to focus on their health and well-being, as well as have adequate time with their families, and to be active members of the community they live in.

The compensation plan offers financial remuneration as well as the following:

1. Vacation allotment of twenty-one (21) days prior to October 1, 2014 with an additional five (5) to fifteen (15) extra days thereafter depending on years of service;
2. Executive benefits comprising of five (5) to fifteen (15) days depending on years of service to compensate for work performed above and beyond the standard work week for employees hired prior to October 1, 2014;
3. Fifteen (15) professional development days;
4. Industry Standard benefits packages with short and long term disability, dental care, eye care, and extended health care.

The NWCC job evaluation plan is based on the Watson Wyatt Job Evaluation Plan approved by PSEA. The evaluation is conducted by the job evaluation committee. The plan evaluates every job on four (4) key elements: skill, responsibility, effort and working conditions, broken down into ten (10) factors for a total of forty (40) rated items. The most recent approved job evaluation was completed and approved by PSEA in 2010.

Excluded positions fall into one (1) of ten (10) pay grades based on results of the Job Evaluation plan. Each grade is broken down into five (5) steps. Advancement through the steps is contingent on a satisfactory performance assessment conducted annually.

The President and CEO compensation package is negotiated with the Board of Directors and falls within the parameters established by Government.

Herb Pond
Chair, NWCC Board of Directors

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
Denise Henning, CEO & President	$ 13,879	$ -	$ 1,756	$ 1,355	$ 11,264	$ 28,255	$ 196,952	$ 191,617
David O'Leary, VP Institutional Advancement	$ 64,796	$ -	$ 6,364	$ 6,635	$ 1,484	$ 79,278	$ 152,898	$ 153,744
Cathay Sousa, VP Finance & Administration	$ 129,097	$ -	$ 13,426	$ 13,093	$ -	$ 155,616	$ 155,511	$ 157,717
Suzanne LeBlanc, VP People and Planning	$ -	$ -	$ 5,647	$ -	$ -	$ 5,647	$ 163,637	$ 153,328
Gerry Gauthier, Acting VP Education & Student Services	$ 129,097	$ -	$ 9,738	$ 13,072	$ 14,344	$ 166,251	$ -	$ -
Ken Burt, CEO & President	$ 81,935	$ -	$ 11,549	$ 7,948	$ -	$ 101,431	$ -	$ -
Denis Caron, Acting CEO & President	$ 96,000	$ -	$ -	$ -	$ 16,272	$ 112,272	$ -	$ -
	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
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	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -

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)
Denise Henning, CEO & President	$ 11,264	$ -	$ 8,247	$ -	$ -	$ -	$ 3,017
David O'Leary, VP Institutional Advancement	$ 1,484	$ -	$ 1,484	$ -	$ -	$ -	$ -
Cathay Sousa, VP Finance & Administration	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Suzanne LeBlanc, VP People and Planning	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Gerry Gauthier, Acting VP Education & Student Services	$ 14,344	$ -	$ -	$ -	$ -	$ -	$ 14,344
Ken Burt, CEO & President	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Denis Caron, Acting CEO & President	$ 16,272	$ -	$ -	$ -	$ 4,272	$ 12,000	$ -
	$ -	$ -	$ -	$ -	$ -	$ -	$ -
	$ -	$ -	$ -	$ -	$ -	$ -	$ -
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	$ -	$ -	$ -	$ -	$ -	$ -	$ -

Notes:

Denise Henning, CEO & President	**Denise Resigned as of May 1, 2014. Her vacation pay was for unused vacation earned from January 1, 2014 - May 1, 2014**
David O'Leary, VP Institutional Advancement	**David Retired as of Sept. 30, 2014**
Cathay Sousa, VP Finance & Administration	
Suzanne LeBlanc, VP People and Planning	**Suzanne was on leave for the fiscal year**
Gerry Gauthier, Acting VP Education & Student Services	
Ken Burt, CEO & President	**Ken started as President Oct. 1, 2014**
Denis Caron, Acting CEO & President	**External contractual arrangement. Transportation amount covered travel from his home province to the campus.**