

DOUGLAS COLLEGE

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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

The Board considers external market data provided by the Post-Secondary Employers' Association and other appropriate sources, advice it may receive from independent compensation experts, and direction from the Government with respect to relevant statutes and public policy.

PW

Paul Wates

Douglas College Board Chair

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
Scott McAlpine, President	\$ 170,700	\$ -	\$ 14,361	\$ 16,328		\$ 201,389	\$ 201,501	\$ 201,052
Blaine Jensen, VP, Educational Services	\$ 152,038	\$ -	\$ 13,939	\$ 14,502	\$ -	\$ 180,479	\$ 180,523	\$ 180,012
Karen Maynes, VP, Finance & Administration	\$ 152,038	\$ -	\$ 12,179	\$ 14,502	\$ -	\$ 178,719	\$ 180,379	\$ 179,868
Guangwei Ouyang, VP, International Education and Strategic Projects	\$ 142,027	\$ -	\$ 13,551	\$ 13,513	\$ -	\$ 169,091	\$ 167,826	\$ 168,558
Denton Kathy, VP, Academic and Provost	\$ 150,601	\$ -	\$ 14,199	\$ 14,329	\$ -	\$ 179,129	\$ 160,570	\$ 154,844
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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)
Scott McAlpine, President	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Blaine Jensen, VP, Educational Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Karen Maynes, VP, Finance & Administration	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Guangwei Ouyang, VP, International Education and Strategic Projects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Denton Kathy, VP, Academic and Provost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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Notes:

Hazel Postma, included in last year`s disclosure, does not meet the criteria for inclusion this year