

Capilano University

Executive Compensation Disclosure Statement for 2009/2010

June 1, 2010

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 2009/2010.

Compensation Philosophy

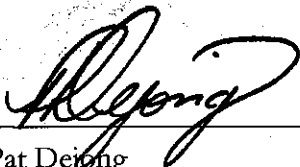
The total compensation packages should be designed to allow the organization to attract, retain and motivate qualified individuals.

In dealing with compensation, the Board reviews external market data provided by the Post-Secondary Employers Association and other appropriate sources, and advice it may receive from independent compensation experts. However, the Board receives direction from the government, and as a result the Board has no independent compensation policy that it can apply at this time.

The Board recognizes that government policy ensures that total compensation is compared to institutions within the post-secondary sector and the broader public sector in British Columbia. Further, the Board recognizes the need to relate any incentive pay and bonuses, of which Capilano has none, to the institution's service and performance plans.

Executive compensation is determined with reference to a job evaluation plan and annual salary ranges for specific positions, and the benefit provisions established in our Human Resource Policies as previously approved by the Government.

For purposes of this report, total compensation includes: base salary, pension and other benefits, and perquisites.



Pat Dejong
Chair of the Board, Capilano University

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING (2009-10)									
Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)		
Dr. Greg Lee President	\$ 174,954.96	\$ -	\$ -	\$ 17,432.05	\$ 20,712.22	\$ 213,099.23	2007-08	\$ 204,540.94	
							2008-09	\$ 208,871.26	
Mike Arbogast VP Human Resources	\$ 129,316.08	\$ -	\$ -	\$ 12,464.79	\$ 17,634.80	\$ 159,415.67	2007-08	\$ 153,030.96	
							2008-09	\$ 156,236.13	
Patrick Donohoe VP Student and Institutional Support	\$ 129,316.08	\$ -	\$ -	\$ 12,516.20	\$ 16,262.89	\$ 158,095.17	2007-08	\$ 100,496.96	
							2008-09	\$ 152,001.34	
Jacalyn Snodgrass VP Education-Academic and Arts Program	\$ 129,316.08	\$ -	\$ -	\$ 12,645.03	\$ 16,358.05	\$ 158,319.16	2007-08	\$ 155,184.63	
							2008-09	\$ 152,001.34	
Cindy Turner VP Finance and Administration	\$ 129,316.08	\$ -	\$ -	\$ 12,652.43	\$ 16,348.04	\$ 158,316.55	2007-08	\$ 155,184.58	
							2008-09	\$ 152,001.34	
Catherine Vertesi VP Education-International and Management Program	\$ 129,316.08	\$ -	\$ -	\$ 12,602.21	\$ 16,387.18	\$ 158,305.47	2007-08	\$ 152,001.34	
							2008-09	\$ 155,217.41	