



**COLLEGE OF THE ROCKIES**  
**Executive Compensation Disclosure Statement for 2009/2010**  
**May 17, 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 Board seeks to attract and retain high caliber executives who through the achievement of service and performance targets are able to meet the long term strategic mandate of the College of the Rockies. The Board strives to ensure that total compensation for the President is competitive with other comparable Colleges within the post secondary sector in British Columbia and other appropriate comparators subject to the relevant statutes and public compensation policies of the BC Government. The Board reviews external market compensation data provided by the Post Secondary Association, advice from other external compensation consultants and direction from the Government with respect to Executive Compensation guidelines. For the purposes of this report total compensation includes: base salary, pension and other benefits and perquisites.

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Marko Maryniak, Chair  
College of the Rockies Board of Governors

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2009-10)									
NOTE: Comments and notes should be reported as footnotes									
Name & Position Title		Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
<b>Name</b>		\$ -	\$	\$ -	\$ -	\$ -	\$ -	<b>2007-08</b>	\$172,333.43
<i>Nicholas Rubidge</i>	<i>CEO/President</i>	\$175,000.08	\$	\$ -	\$ 15,994.72	\$ 9,804.82	\$ 200,799.62	<b>2008-09</b>	\$181,143.88
<b>Name</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	<b>2007-08</b>	\$ -
								<b>2008-09</b>	\$ -
<b>Name</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	<b>2007-08</b>	\$ -
								<b>2008-09</b>	\$ -
<b>Name</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	<b>2007-08</b>	\$ -
								<b>2008-09</b>	\$ -
<b>Name</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	<b>2007-08</b>	\$ -
								<b>2008-09</b>	\$ -