



College of New Caledonia

Executive Compensation Disclosure Statement for 2011/2012

March 31, 2012

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 2011/2012.

Compensation Philosophy

The Board seeks to ensure that total compensation is competitive with comparable institutions within the post-secondary sector in British Columbia and other appropriate comparators subject to relevant statutes and public policy.

The Board considers external market data provided by the Post-Secondary Employers Association and other appropriate sources, and direction from the Government with respect to relevant statutes and public policy.

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

A handwritten signature in black ink, appearing to read 'Bob Murray', written over a horizontal line.

Bob Murray

College of New Caledonia Board Chair

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

(Reporting Period April 1/11 to March 31/12)

PUBLIC SECTOR EXECUTIVE COMPENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)									
Name & Principal Position	Salary (\$)	Bonus and or Incentive Plan Compensation Paid (\$)	Benefits* (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)		
John Bowman <i>President - CEO</i>	\$ 163,360.00	\$ -	\$11,748.67	\$ 15,681.68	Severance:	\$ -	\$ 196,790.35	2009-10	\$ 196,272.81
					Unused Vacation	\$ -			
					Payouts:				
					Unused Leave	\$ -		2010-11	\$ 196,515.91
					Payouts:				
Perquisites:	\$ 6,000.00								
Other:	\$ -								

* Benefits refer to the sum of employer premiums for: Employment Insurance, Canada Pension Plan, Workers Compensation, Extended Health and Dental, Group Life and Accidental Death and Dismemberment benefits available to all employees, Long-term disability and Short-term disability, and Medical Service Plan premiums.

Perquisites:

Vehicle Allowance: Employee provided vehicle with an allowance of \$500 per month.