



College of the Rockies
Executive Compensation Disclosure Statement for 2011/2012
April 30, 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 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 the 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 prerequisites.

A handwritten signature in black ink, appearing to read "Orest Federko", written in a cursive style.

Orest Federko, Chair
College of the Rockies Board to Governors

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary Table

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 (\$)	
Nicholas Rubidge <i>CEO, President</i>	\$ 175,000.08	\$ -	\$ 8,977.96	\$ 16,770.20	Severance:	\$ -	\$ 200,748.24	2009-10	\$181,143.88
					Unused Vacation Payouts:	\$ -			
					Unused Leave Payouts:	\$ -		2010-11	\$199,693.21
					Perquisites:	\$ -			
					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.

NOTE: Please provide comments and details as footnotes where appropriate.

Dr. Rubidge does not receive a car allowance.