



**DOUGLAS COLLEGE**  
**Executive Compensation Disclosure Statement for 2011/2012**  
**May 31, 2012**

The following report provides an accurate representation of all compensation provided to the Chief Executive Officer and the next four highest paid/ranking executives, where these positions hold an annual base salary of \$125,000 or greater, in the fiscal year 2011/2012.

**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.

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Paul Wates

Chair, Douglas College Board

Attached: 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 (\$)	
<b>Scott McAlpine</b> <i>President</i>	\$ 170,697.00	\$ -	\$ 14,462.00	\$ 16,342.00	Severance:	\$ -	2009-10 \$ 129,459.00	
					Unused Vacation	\$ -		
					Payouts:			
					Unused Leave	\$ -		2010-11 \$ 201,052.00
					Payouts:			
					Perquisites:	\$ -		
Other:	\$ -							
<b>Blaine Jensen</b> <i>Vice President, Educational Services</i>	\$ 152,036.00	\$ -	\$ 13,972.00	\$ 14,515.00	Severance:	\$ -	2009-10 \$ 180,149.00	
					Unused Vacation	\$ -		
					Payouts:			
					Unused Leave	\$ -		2010-11 \$ 180,012.00
					Payouts:			
					Perquisites:	\$ -		
Other:	\$ -							
<b>Karen Maynes</b> <i>Vice President, Finance &amp; Administration</i>	\$ 152,036.00	\$ -	\$ 13,828.00	\$ 14,515.00	Severance:	\$ -	2009-10 \$ 180,005.00	
					Unused Vacation	\$ -		
					Payouts:			
					Unused Leave	\$ -		2010-11 \$ 179,868.00
					Payouts:			
					Perquisites:	\$ -		
Other:	\$ -							
<b>Guangwei Ouyang</b> <i>Associate Vice President, Douglas International</i>	\$ 140,946.00	\$ -	\$ 13,451.00	\$ 13,429.00	Severance:	\$ -	2009-10 \$ 153,018.00	
					Unused Vacation	\$ -		
					Payouts:			
					Unused Leave	\$ -		2010-11 \$ 168,558.00
					Payouts:			
					Perquisites:	\$ -		
Other:	\$ -							
<b>Hazel Postma</b> <i>Associate Vice President, External Relations</i>	\$ 140,946.00	\$ -	\$ 13,451.00	\$ 13,429.00	Severance:	\$ -	2009-10 \$ 151,838.00	
					Unused Vacation	\$ -		
					Payouts:			
					Unused Leave	\$ -		2010-11 \$ 162,726.00
					Payouts:			
					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.**