

07 May 2012

**Board of Governors**

Mr. Tom Vincent  
PSEC Secretariat

c/o Anita Bleick, CEO  
Post-Secondary Employers' Association  
Suite 422, 1333 West Broadway  
Vancouver, BC V6H 4C1

Dear Mr. Vincent:

**Re: Executive Compensation Disclosure Statement**

Please find attached the executive compensation disclosure statement as provided for under the Public Sector Executive Compensation Reporting Guidelines.

The information has been reviewed by the undersigned and reflects the executive compensation paid in the prior fiscal year and that the compensation provided is within approved compensation plans.

Sincerely,



Gord Schoberg  
Chair, Board of Governors

**Kwantlen Polytechnic University  
Executive Compensation Disclosure Statement for 2011/2012**

**May 7, 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**

Kwantlen Polytechnic University strives to maintain an executive total compensation program designed to support the institution to attract, develop and retain highly qualified individuals.

Presidential compensation is subject to total compensation parameters established by the Government, subject to change from time to time as approved by Government. The Board of Governors is responsible for oversight of presidential compensation. Through delegated authority by the Board, the President & Vice Chancellor is responsible for determining the compensation of other executive members.

The executive total compensation program is determined with reference to:

- A job evaluation plan which reflects based on a composite of skill, effort, responsibility and working conditions required to perform the work.
- Relevant external comparators, including post-secondary institutions.
- External market data provided by appropriate resources, advice received from independent compensation experts and direction from the Government with respect to relevant statutes and public policy.
- Salary ranges and salary range progression based on the attainment of satisfactory performance.
- The benefit provisions established in the administrative policies and subject to change from time to time within the parameters approved by Government.



Gord Schoberg  
Chair, Board of Governors

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>Atkinson, David</b> <i>President - Resigned June 30, 2011</i>	\$ 54,006.98	\$ -	\$ 2,289.13	\$ 5,253.46	Severance:	\$ -	\$ 72,496.93	<b>2009-10</b>	\$ 256,719.16
					Unused Vacation	\$ 10,947.36			<b>2010-11</b>
					Payouts:				
					Unused Leave	\$ -			
					Payouts:				
Perquisites:	\$ -								
Other:	\$ -								
<b>McKendry, N. John</b> <i>Acting President - effective July 1, 2011; Acting Provost &amp; VP Academic July 19, 2010 to June 30, 2011</i>	\$ 169,999.96	\$ -	\$ 5,706.63	\$ -	Severance:	\$ -	\$ 187,091.59	<b>2009-10</b>	N/A
					Unused Vacation	\$ -			<b>2010-11</b>
					Payouts:				
					Unused Leave	\$ -			
					Payouts:				
Perquisites:	\$ -								
Other:	\$ 11,385.00								
<b>Lee, Gordon</b> <i>Vice-President, Finance &amp; Administration</i>	\$ 147,480.88	\$ -	\$ 12,355.70	\$ 14,077.64	Severance:	\$ -	\$ 179,718.71	<b>2009-10</b>	\$ 188,990.69
					Unused Vacation	\$ 5,634.62			<b>2010-11</b>
					Payouts:				
					Unused Leave	\$ -			
					Payouts:				
Perquisites:	\$ -								
Other:	\$ 169.87								
<b>Lavack, Anne</b> <i>Provost &amp; Vice-President, Academic (effective July 1, 2011)</i>	\$ 121,615.36	\$ -	\$ 13,668.24	\$ 11,249.73	Severance:	\$ -	\$ 146,605.12	<b>2009-10</b>	N/A
					Unused Vacation	\$ -			<b>2010-11</b>
					Payouts:				
					Unused Leave	\$ -			
					Payouts:				
Perquisites:	\$ -								
Other:	\$ 71.79								

\* 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.***

McKendry, John: Other Compensation of \$11,385 = Employer's cost for Pension paid to Employee since Employee is not eligible for Pension. (Contracted Agreement). Increase in Total Compensation due to change in position from 2010/11 to 2011/12.