

NORTHERN LIGHTS COLLEGE REGIONAL ADMINISTRATION

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Northern Lights College Executive Compensation Disclosure Statement for 2011/2012 May 15, 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

Northern Lights College recognizes the need to be competitive within the environment in which it operates. As a practical matter, this means that NLC competes with post-secondary institutions within BC as well as Central and Northern Alberta. In addition, within the trade's related sector, NLC competes with private industry operating in the Oil and Gas industry. The overall goal of the compensation plan is to attract and retain high quality staff that are able to successfully execute the Boards Strategic Plan.

NLC has been successful in marketing a "work life balance" compensation plan that includes the following key points

- 1. Salaries that are within the post-secondary industry's 50th percentile. This is determined through analysis with data provided by the Post Secondary Employers Association (PSEA).
- 2. Vacation allotment of 30 days per annum that is front loaded.
- 3. Two weeks of "other" leave.
- 4. Industry standard benefits package which includes short term disability, long term disability, dental care, and extended health care.

The NLC compensation plan is a modified Hay plan that groups job positions into 8 grids. Each grid is broken down into 5 steps. Advancement through the step process is reviewed annually and is based on an acceptable performance review.

The NLC compensation plan is reviewed on an on-going basis by a compensation committee comprised of staff within the excluded management team and lead by the Vice President, Corporate Services. The committee's authority is limited to making recommendations to the CEO who retains the decision making authority. The exception to this is the CEO's salary which is negotiated directly with the Board and is part of her Employment Contract.

There was no material change to the CEO's total compensation in the last fiscal year.

Edith Leer

Board of Governors, Northern Lights College

Attached:

Appendix A – Compensation Summary Table

	PUBLIC SECTOR	PUBLIC SECTOR EXECUTIVE COMP	ENSATION DIS	CLOSURES – P	ENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)	11-2012)	
Name & Principal Position	Salary (\$)	Bonus and or Incentive Plan Compensation Paid (\$)	Benefits (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)
Laurie Rancourt President & CEO	\$ 160,000.00	\$	\$ 12,686.00	\$ 15,129.00	Severance: \$ 7,796.00	\$ 195,611.00	- \$ 01-600
					Unused Leave \$ Payouts:		2010-11 \$ 20,322.68
					Perquisites: 5		
Dwayne Hart Vice President, Finance & Administration	\$ 70,422.00	,	\$ 6,181.00	\$ 6,771.01	Severance: \$ 64,549.00 Unused Vacation \$ 10,881.00	\$ 158,804.01	2009-10 \$ 150,614.83
					Payouts: Unused Leave \$ Payouts:		2010-11 \$ 156,100.25
					Perquisites: 5		
Peter Nunoda Vice President, Academic & Research	\$ 81,180,33	\$	\$ 87.98.78	\$ 7,343.30	Severance: \$	\$ 103,505.16	2009-10 \$
	7.40	Ţů.				76	2010-11 \$
					Perquisites: \$		

* 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 Medical Service Plan premiums.

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