



College of New Caledonia

Executive Compensation Disclosure Statement for 2012/2013

March 31, 2013

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 2012/2013.

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

Summary Compensation Table at FISCAL, 2013

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
John Bowman, President & CEO	\$ 163,360	\$ -	\$ 12,374	\$ 15,617	\$ 6,000	\$ 197,351	\$ 196,790	\$ 196,516
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ATTENTION - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Summary Other Compensation Table at FISCAL, 2013

Name and Position(a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
John Bowman, President & CEO	\$ 6,000	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -
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Notes:

Vehicle Allowance: Employee Provided with an allowance of \$500 per month